

APPENDIX: AMENDMENTS AND SUPPLEMENTS TO THE COMPANY'S CHARTER
SUBMITTED FOR APPROVAL AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to Proposal No. 11/TTTR/DHDCD-CNG, dated on the 24th day of April, 2026)

Note:

- This appendix updates the main amendments to the Draft Charter to be submitted to the Annual General Meeting of Shareholders in 2026 for their convenience in monitoring and comparison.
- The contents proposed to be amended in the column "Provisions of the Current Charter" are indicated **in bold and underlined**.
- The content requiring amendment or supplementation in the section "Provisions in the amended Charter" is highlighted in **red and bold**.
- Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 passed on January 11, 2022, and its implementing Charter;
- Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its implementing Charter;
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Pursuant to:</p> <ul style="list-style-type: none"> - Enterprise Law amended No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam; - Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly; - Circular No. 116/2020/TT-BTC came into effect on February 15, 2021, and replaces Circular No. 95/2017/TT-BTC dated September 22, 2017, of the Ministry of Finance. - Business registration certificate No. 0101482984, issued by the Hanoi Department of Planning and Investment on February 4, 2004, was converted from Thanh Nam Construction Co., Ltd. (Business registration certificate No. 040984 issued on June 4, 1993) to COTANA Group Joint Stock Company (formerly Thanh Nam Investment and Construction Joint Stock Company). 	<p>Pursuant to:</p> <ul style="list-style-type: none"> - Enterprise Law No. 59/2020/QH14 was enacted by the National Assembly of the Socialist Republic of Vietnam. The 14th National Assembly passed on June 17, 2020; - Law No. 03/2022/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022. Law No. 76/2025/QH15, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025, and guiding documents for their implementation; - Law No. 76/2025/QH15 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025; - The Securities Law No. 54/2019/QH14 was enacted by the National Assembly. The Socialist Republic of Vietnam, 14th term, adopted on November 26, 2019, amended and supplemented by Law No. 56/2024/QH15, adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024, and its implementing guidelines; - Decree No. 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed Charter for the implementation of a number of Articles of the Securities Law; - Government Decree No. 245/ND-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP; - Circular No. 116/2020/TT-BTC is Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance. This document provides guidance on certain provisions regarding corporate governance applicable to public companies, as stipulated in Government Decree No. 155/2020/ND-CP dated December 31, 2020, which details the implementation of certain provisions of the Securities Law. 	<p>Additional basis in accordance with the current legal laws.</p>
<p>- Business registration certificate No. 0101482984, issued by the Hanoi Department of Planning and Investment on February 4, 2004, was converted from Thanh Nam Construction Co., Ltd. (Business registration certificate No. 040984 issued on June 4, 1993) to COTANA Group Joint Stock Company (formerly Thanh Nam Investment and Construction Joint Stock Company).</p> <p>The Charter was amended and supplemented on July 11, 2025.</p>	<p>Omitted</p>	<p>The omissions are appropriate to the actual business situation.</p>
<p><u>Article 1: Definitions</u></p>	<p>The Charter have been amended and supplemented and adopted in accordance with Resolution No... of the Annual General Meeting of Shareholders 2026 dated April 24, 2026.</p> <p><u>Article 1: Definitions</u></p>	<p>Modify Pursuant to on the current business situation.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
a. "Charter capital" <u>This capital is contributed by all shareholders and is stipulated in Article 5 of these charter.</u>	a. "Charter capital" refers to the total par value of shares sold or subscribed for upon the establishment of a joint-stock company, as stipulated in Article 5 of these charter.	Amendments are made in accordance with Clause 34, Article 4 of the Enterprise Law No. 59/2020/QH14 and Appendix 1 of Circular 116/2020/TT-BTC.
Not yet specified	b. "Voting capital" refers to share capital, whereby the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders.	Supplement as stipulated in Appendix 1 of Circular 116/2020/TT-BTC
b. "Enterprise Law" means Enterprise Law No. 59/2020/QH14 passed by the National Assembly on 17 June 2020, as amended and supplemented from time to time.	c. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020.	Amendments in accordance with the Enterprise Law
Not yet specified	d. "Securities Law " refers to Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;	Supplement as stipulated in Appendix 1 of Circular 116/2020/TT-BTC
c. "Date of Incorporation" means the date on which the Company was first issued its Enterprise Registration Certificate (or any equivalent document).	e. "Date of Incorporation" is the date on which the Company was first granted its Certificate of Business Registration (Business Registration Certificate and other equivalent documents).	Amendments as required by law.
d. " <u>Management staff</u> " includes the <u>Director or General Director, Deputy General Director or Deputy Director, Chief Accountant, and other management positions within the Company are approved by the Board of Directors.</u>	f. "Executive Board" include the General Director, Deputy General Director(s), and Chief Accountant.	Amendments and additions are made in accordance with Clause 55, Article 3 of Decree 155/2020/NĐ-CP and Appendix 1 of Circular 116/2020/TT-BTC.
Not yet specified	g. "Enterprise Manager" refers to a person who manages a company, including the Chairman of the Board of Directors, members of the Board	Amended according to Clause 24,

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
e. "Affiliated persons" refers to any individual or organization as defined in <u>Article 4, Clause 17 of the amended Enterprise Law.</u>	h. "Affiliated persons" refers to an individual or organization as defined in <u>Clause 46, Article 4 of the Securities Law.</u>	Amendments are made in accordance with the provisions in Appendix I of Circular 116/2020/TT-BTC.
f. "Shareholder" means an individual or legal entity that owns shares of the Company and whose name is recorded in the Company's <u>Shareholder Register.</u>	i. "Shareholders" are individuals or organizations own at least one stock.	Amended according to Clause 3, Article 4 of the Enterprise Law
Not yet specified	j. "Major shareholder" refers to a shareholder as defined in <u>Clause 18, Article 4 of the Securities Law;</u>	Supplement as stipulated in Appendix I of Circular 116/2020/TT-BTC
g. "Operating period" means the operating period of the Company as stipulated in Article 2 of This charter and any extension period (if any) approved by resolution of the General Meeting of Shareholders and the <u>Board of Directors</u> of the Company.	k. "Operating period" means the operating period of the Company as stipulated in Article 2 of This charter and any extension period (if any) approved by resolution of the General Meeting of Shareholders.	Amendments as stipulated in Appendix I of Circular 116/2020/TT-BTC
Not yet specified	m. "Approved auditing firm" refers to an independent auditing firm included in the list of auditing firms approved by the State Securities Commission to conduct audits in accordance with the Enterprise Law and the law on independent auditing.	Supplemented according to Clause 22, Article 4 of the Securities Law
Not yet specified	n. The stock exchange refers to the Vietnam Stock Exchange and its subsidiaries.	Supplement as stipulated in Appendix I of Circular 116/2020/TT-BTC
II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES AND TERM OF OPERATION OF THE COMPANY	II. NAME, FORM, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES, TERM OF OPERATION OF THE COMPANY, AND LEGAL REPRESENTATIVE	Supplement as stipulated in Appendix I of Circular 116/2020/TT-BTC

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 2:</u> Name, form, registered office, branches, representative offices and operating period of the Company</p>	<p><u>Article 2:</u> Name, form, headquarters, branches, representative offices, business locations and operating period of the Company</p>	<p>Supplement as stipulated in Appendix 1 of Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>1. Company Name ... • Abbreviated name : COTANA GROUP JSC.</p>	<p>Supplement as stipulated in Appendix 1 of Circular 116/2020/TT-BTC</p>
<p>3. The company's registered office is: ... Address: Lot CC5A, Linh Dam Peninsula, Hoang Liet Ward, Hoang Mai District, Hanoi City. ...</p>	<p>3. The company's registered office is: ... Address: Lot CC5A, Linh Dam Peninsula, Hoang Liet Ward, Hanoi City. ...</p>	<p>Revise the address according to the administrative boundaries after the merger.</p>
<p><u>4. The General Director is the legal representative of the Company.</u></p>	<p>Omitted</p>	<p>Omit this clause and add Article 3. Legal Representative of the Company</p>
<p>6. Unless the Company ceases operations prematurely in accordance with <u>Articles 51 and 52</u> or extends its operations in accordance with Article 53 of This charter, its operating period shall commence from the Date of Incorporation and shall be indefinite.</p>	<p>5. Unless operations are terminated prematurely in accordance with Article 52 of these Charter. Alternatively, if the Company's operations are extended in accordance with Article 53 of This charter, its term of operation will commence from the Date of Incorporation and will be indefinite.</p>	<p>Adjust the reference</p>
<p>Not yet specified</p>	<p><u>Article 3. Legal Representative of the enterprise</u> 1. The company has one legal representative, the General Director. 2. The powers of the legal representative of the enterprise: The legal representative of the enterprise is the individual who represents the enterprise in exercising its rights and fulfilling its obligations arising from the enterprise's transactions, represents the enterprise as a claimant, plaintiff, defendant, or a party with relevant rights and obligations before Arbitration, Courts, and in performing other rights and obligations as prescribed by law. 3. The responsibilities of the legal representative of a business :</p>	<p>Supplementing the provisions of Article 12 of the Enterprise Law No. 59/2020/QH14 and Appendix 1 of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes																											
<p>Article 3: Company's operational objectives</p> <p>1. Field Company's business activities:</p> <ul style="list-style-type: none"> - <u>Construction of civil, industrial, transportation, irrigation, and infrastructure engineering projects;</u> - <u>Installation of electrical and plumbing systems, air conditioning, and interior and exterior decoration for buildings.</u> - <u>Construction of power lines and substations up to 35KV;</u> - <u>Manufacturing and trading: Building materials, construction machinery and equipment, ceiling panels, waterproofing materials, household wooden furniture, interior decoration items, handicrafts;</u> - <u>Real estate business:</u> <ul style="list-style-type: none"> - <u>Buying agent, selling agent, and consignment agent for goods;</u> - <u>Rental of construction machinery and equipment.</u> - <u>Real estate services business: Real estate consulting services; Real estate advertising services; Real estate management services; Real estate brokerage services; Real estate auction services; Real estate valuation services; Real estate exchange services</u> - <u>Activities of travel agencies and tour operators</u> - <u>Logging and harvesting of forest products (except those prohibited by the State)</u> - <u>Extraction of stone, gravel, sand, and clay.</u> - <u>Manufacture of chemicals (excluding chemicals prohibited by the State)</u> - <u>Manufacture of glass and glass products</u> - <u>Manufacture of cement, lime, and gypsum</u> 	<p>a. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the legitimate interests of the enterprise;</p> <p>b. Be loyal to the interests of the enterprise; do not abuse your position, title, or use the enterprise's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals;</p> <p>c. To promptly, fully, and accurately inform businesses about businesses that they or their related parties own or have shares or capital contributions in, as stipulated in this Law.</p> <p>4. The legal representative of the enterprise is personally liable, in accordance with the law, for damages to the enterprise resulting from violations of the responsibilities stipulated in Clause 1, Article 12 of the Enterprise Law.</p> <p>Article 4: Company's operational objectives</p> <p>1. The Company's business lines and activities are specified in the Company's registration documents submitted to the competent authority, as decided by the General Meeting of Shareholders. From time to time, the General Meeting of Shareholders may decide to amend, supplement, or remove business lines and activities that are no longer appropriate or effective for the Company..</p> <table border="1" data-bbox="135 1041 718 1881"> <thead> <tr> <th>No.</th> <th>Business Lines of the Company</th> <th>Name of Business Lines</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>5210</td> <td>Warehousing and storage of goods (excluding real estate business)</td> </tr> <tr> <td>2</td> <td>4311</td> <td>Demolition</td> </tr> <tr> <td>3</td> <td>4312</td> <td>Site preparation</td> </tr> <tr> <td>4</td> <td>4933</td> <td>Road freight transport</td> </tr> <tr> <td>5</td> <td>4932</td> <td>Other road passenger transport Details: Passenger transportation by car under contract and on fixed routes.</td> </tr> <tr> <td>6</td> <td>4659</td> <td>Wholesale of machinery, equipment and other machine parts</td> </tr> <tr> <td>7</td> <td>3320</td> <td>Installation of industrial machinery and equipment</td> </tr> <tr> <td>8</td> <td>2824</td> <td>Manufacture of mining and construction machinery</td> </tr> </tbody> </table>	No.	Business Lines of the Company	Name of Business Lines	1	5210	Warehousing and storage of goods (excluding real estate business)	2	4311	Demolition	3	4312	Site preparation	4	4933	Road freight transport	5	4932	Other road passenger transport Details: Passenger transportation by car under contract and on fixed routes.	6	4659	Wholesale of machinery, equipment and other machine parts	7	3320	Installation of industrial machinery and equipment	8	2824	Manufacture of mining and construction machinery	<p>Supplemented in accordance with the provisions of Appendix I of Circular 116/2020/TT-BTC, updated according to the Company's current list of business lines.</p>
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1	5210	Warehousing and storage of goods (excluding real estate business)																											
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Provisions of the Current Charter		Provisions in the amended Charter		Reason/Explanation/Notes
<ul style="list-style-type: none"> - Manufacture of building materials from clay - Manufacture of metal components, tanks, reservoirs, and boilers. - Manufacture of other metal products, metal processing services. - Manufacture of lifting, lowering, and handling equipment. - Manufacture of mining and construction machinery - Installation of industrial machinery and equipment - Wholesale of machinery, equipment and other machine parts - Wholesale of petroleum and related products - Wholesale of gas and related products - Passenger transportation by car on contributed and fixed routes. - Road freight transport - Demolition and site preparation - Warehousing and goods storage - Short-term accommodation services - Other accommodation - Restaurants and mobile food service - Providing catering services under contributed - Financial services support activities: investment consulting (excluding legal consulting, financial consulting, accounting, auditing, tax, and securities consulting) - Import and export of goods the company trades in. <p>(For businesses operating in regulated sectors, enterprises may only conduct business when they meet all the conditions stipulated by law.)</p>	9	2816	Manufacture of lifting, lowering, and handling equipment.	
	10	2599	Manufacture of other metal products not elsewhere classified	
	11	2592	Mechanical processing; metal treatment and coating	
	12	2511	Details: Metal processing and fabrication services	
	13	2512	Manufacturing of metal components	
	14	2513	Manufacture of metal tanks, containers and storage vessels.	
	15	2392	Details: Manufacturing of tanks and containers	
	16	2394	Manufacture of boilers (excluding central heating boilers)	
	17	2310	Manufacture of building materials from clay	
	18	2011	Details: Manufacturing of building materials	
	19	0810	Manufacture of cement, lime, and gypsum	
	20	7912	Production of basic chemicals	
	21	6810	Details: Production of chemicals (excluding those prohibited by the state)	
	22	1629	Extraction of stone, sand, gravel, and clay.	
	23	4649	Tour operator	
	24	4321	Details: Business of organizing tours	
	25	7710	Real estate business, land use rights belonging to the owner, user or lessee.	
			Details: Real estate business	
			Manufacture of other wood products; manufacture of products from bamboo, rattan, straw, and braided materials.	
			Details: Manufacturing of handicrafts, household goods, and interior decoration items.	
			Wholesale of other household goods	
			Details: Buying and selling handicrafts, household wooden furniture, and interior decoration items.	
			Electrical system installation	
			Details: Installation of power lines and substations up to 35kV; Installation of electromechanical and refrigeration systems..	
			Motor vehicle rental	

Provisions of the Current Charter		Provisions in the amended Charter		Reason/Explanation/Notes
		26	6619	Financial services support activities are not classified anywhere. Details: Investment consulting (excluding legal, financial, accounting, auditing, tax, and securities consulting)
		27	5629	Other food and beverage services Details: Providing catering services under contract.
		28	5610	Restaurants and mobile food service establishments (excluding bars, karaoke rooms, and nightclubs)
		29	5590	Other accommodation
		30	4330	Completion of construction work
		31	8299	Other remaining business support service activities not classified elsewhere. Details: Import and export of goods traded by the Company; <i>(For conditional business activities, the Company may only conduct business when all conditions stipulated by law are met)</i>
		32	0220	Logging Details: Logging and forest product exploitation
		33	4671	Wholesale of solid, liquid, and gaseous fuels and related products. Details: Wholesale of gas and related products; Wholesale of petroleum and related products.
		34	7730	Rental of machinery, equipment and other tangible goods without operators. Details: Rental of construction machinery and equipment
		35	7911	Travel agency
		36	4610	Agents, brokers, and auctioneers of goods. Details: Buying agent, selling agent, consignment of goods.
		37	4322	Installation of water supply and drainage systems, heating and air conditioning systems. Details: Installation of electrical and plumbing systems, air conditioning, and interior and exterior decoration of the building.
		38	6821	Real estate brokerage services Details: Real estate services; Real estate consulting services; Real estate advertising services; Real estate management services; Real estate brokerage services

Provisions of the Current Charter	Provisions in the amended Charter			Reason/Explanation/Notes
<p>Article 5: Charter capital, shares, founding shareholders</p> <p>3. The Company's shares on the date of adoption of these Articles of Association include common shares. The rights and obligations associated with each type of share are stipulated in Article 11.</p> <p>5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The Company must announce the offering of shares, specifying the number of shares offered and the appropriate subscription period (at least twenty working days) for shareholders to subscribe. The number of shares not subscribed by shareholders will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, - may not sell them under more favorable conditions than those offered to existing shareholders, <u>unless otherwise approved by the General Meeting of Shareholders or in the case of shares sold through a Stock Exchange/Securities Trading Center.</u></p> <p>6. The Company may repurchase shares issued by itself (including redeemable preferred shares) in the manner prescribed in this Charter and applicable law. <u>Common shares repurchased by the Company are treasury shares, and the Board of Directors may offer them for sale in manner consistent with the provisions of this Charter, the Securities Law and related guiding documents.</u></p> <p>7. The company may issue other types of securities when unanimously approved in writing by the General Meeting of Shareholders and in accordance with the provisions of the Securities Law and the securities market.</p>	39	4299 (Main)	Construction of other civil engineering works Details: Construction of civil, industrial, transportation, irrigation, and infrastructure engineering projects. Wholesale of other building materials and installation equipment. Details: Wholesale of building materials, construction machinery and equipment, ceiling panels, and waterproofing materials.	<p>Add and adjust references.</p> <p>Supplement as stipulated in Appendix I of Circular 116/2020/TT-BTC</p> <p>The revisions ensure they reflect the actual situation that has arisen.</p> <p>Amendments as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>
	40	4673	Hotels and similar accommodation services (excluding bars, karaoke rooms, and nightclubs)	
	41	5510	Article 6: Charter capital, shares, founding shareholders	
<p>3. The Company's shares on the date of adoption of This charter consist of common shares. The rights and obligations associated with each type of share are stipulated in Articles 11 and 12 of This charter.</p> <p>5. 5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The Company must announce the offering of shares, specifying the number of shares offered and the appropriate subscription period (at least twenty working days) for shareholders to subscribe. The number of shares not subscribed for will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under conditions more favorable than those offered to existing shareholders.</p>	3. The Company's shares on the date of adoption of This charter consist of common shares. The rights and obligations associated with each type of share are stipulated in Articles 11 and 12 of This charter.		<p>5. 5. Common shares must be offered preferentially to existing shareholders in proportion to their shareholding in the Company, unless otherwise stipulated by the General Meeting of Shareholders. The Company must announce the offering of shares, specifying the number of shares offered and the appropriate subscription period (at least twenty working days) for shareholders to subscribe. The number of shares not subscribed for will be decided by the Company's Board of Directors. The Board of Directors may distribute these shares to other parties under conditions and in a manner deemed appropriate, but may not sell them under conditions more favorable than those offered to existing shareholders.</p>	
<p>6. The company may repurchase shares that it has issued itself in accordance with the procedures stipulated in current law.</p>	6. The company may repurchase shares that it has issued itself in accordance with the procedures stipulated in current law.			
<p>7. The company may issue other types of securities when unanimously approved in writing by the General Meeting of Shareholders and in accordance with the provisions of the Securities Law and the securities market.</p>	7. The company may issue other types of securities in accordance with the law.			

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 6: Share Certificates</u></p> <p><u>2. The issued share certificates must bear the company's seal and the signature of the company's legal representative, in accordance with the amended Enterprise Law. The share certificate must clearly state the number and type of shares held by the shareholder, the full name of the holder (if it is a registered share), and other information as prescribed by the amended Enterprise Law. Each registered share certificate represents only one class of shares.</u></p>	<p><u>Article 7 : Share Certificates</u></p> <p><u>2. Stocks are a type of security that confirms the legal rights and interests of the owner in a portion of the capital. Shares of the issuing organization. Shares must contain all the information as prescribed in Clause 1, Article 121 of the Enterprise Law.</u></p>	<p>Amended according to Clause 2, Article 4 of the Securities Law No. 54/2019/QH14 Refer to the full Charter in the Enterprise Law.</p>
<p><u>3. Within 30 days of submitting a complete application for the transfer of share ownership as stipulated by the Company, or within 60 days (or longer as stipulated in the issuance terms) of full payment for the shares as stipulated in the Company's share issuance plan, the shareholder will be issued a share certificate. The shareholder is not required to pay the Company any fees for printing the share certificate or any other charges.</u></p>	<p>3. Within 60 days (or possibly longer as stipulated in the issuance terms) from the date of full payment for the shares as specified in the Company's share issuance plan, the shareholders will be issued share certificates. Shareholders are not required to pay the Company any fees for printing the share certificates or any other charges.</p>	<p>Amendments are made in accordance with Clause 3, Article 7, Appendix I issued with Circular 116/2020/TT-BTC.</p>
<p><u>4. In the case of transferring only a certain number of registered shares in a registered stock certificate, the old certificate will be canceled and a new certificate recording the remaining shares will be issued free of charge.</u></p>	<p>Omitted</p>	<p>Omitted due to incompatibility with the business situation.</p>
<p><u>5. In the event that a registered share certificate is damaged, altered, lost, stolen, or destroyed, the holder of that registered share may request a new certificate provided that proof of ownership is given and all related costs are paid to the Company.</u></p>	<p>Omitted</p>	<p>Omitted due to incompatibility with the business situation.</p>
<p>Not yet specified</p>	<p>4. In the event that a share certificate is damaged, altered, lost, stolen, or otherwise destroyed, the shareholder shall be reissued a share certificate by the Company upon the shareholder's request. The shareholder's request must include the following information :</p> <p>a. Information regarding the stock has been lost, damaged , or otherwise destroyed;</p> <p>b. We commit to taking responsibility for any disputes arising from the reissuance of new shares.</p>	<p>Supplementing the provisions of Article 121 of the Enterprise Law No. 59/2020/QH14 and Appendix I of Circular 116/2020/TT-BTC and Clause 3, Article 121 of the Enterprise Law.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>6. Holders of bearer stock certificates are solely responsible for the safekeeping of their certificates, and the company will not be liable in cases where these certificates are stolen or used for fraudulent purposes.</p> <p>7. The company may issue registered shares in non-certificate form. The Board of Directors may issue Charter allowing registered shares (in certificate or non-certificate form) to be transferred without requiring a transfer document. The Board of Directors may issue Charter on certificates and share transfers in accordance with the provisions of the Enterprise Law, the Securities Law and securities markets, and This charter.</p> <p>8. Shareholder Register: The company must maintain a shareholder register in accordance with the amended Enterprise Law to record the names of shareholders and the number of shares they own.</p>	<p>Omitted</p>	<p>Omitted due to incompatibility with the business situation.</p>
<p><u>Article 7: Other securities certificates</u> Bond certificates or other securities certificates of the Company (excluding letters of offer, provisional certificates and similar documents) shall be issued bearing the seal and signature of the Company's legal representative, unless otherwise provided in the terms and conditions of issuance.</p>	<p><u>Article 8 : Other securities certificates</u> The Company's bond certificates or other securities certificates are issued bearing the signature of the legal representative and the Company's seal.</p>	<p>Amendments as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 8 : Transfer of Shares</u></p> <p>1. All shares are freely transferable unless otherwise provided by these Articles of Association and applicable law. Shares listed on the Stock Exchange /<u>Securities Trading Center</u> shall be transferred in accordance with the securities and securities market Charter of the Stock Exchange/ <u>Securities Trading Center</u>.</p>	<p><u>Article 9: Transfer of Shares</u></p> <p>1. All shares may be freely transferred unless otherwise provided by this Charter or by law. Shares listed on the Stock Exchange shall be transferred in accordance with the provisions of the Securities Law and the regulations of the Stock Exchange.</p>	<p>Update the queue number. Revised to reflect the actual name of the Stock Exchange.</p>
<p>2. Unpaid shares are not transferable and are not entitled to dividends.</p>	<p>2. Unpaid shares are not transferable and do not entitle the holder to related rights such as the right to receive dividends, the right to receive newly issued shares to increase share capital from equity, the right to purchase newly offered shares, and other rights as stipulated by law.</p>	<p>Supplement as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>
<p>3. Within three years from the date the Company is granted its business registration certificate, founding shareholders have the right to freely transfer their common shares to other founding shareholders. The remaining founding shareholders will have the right of first refusal to purchase the shares of the founding shareholder in proportion to their shareholding. Founding shareholders may only transfer their shares to</p>	<p>Omitted</p>	<p>Omitted due to incompatibility with the business situation.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>other shareholders with the approval of the Board of Directors and the General Meeting of Shareholders. In this case, the person intending to transfer the shares does not have the right to vote on the transfer. After three years from the date of business registration, these restrictions cease to be in effect.</p> <p>4. The Board of Directors shall decide on the timing, method, and price of the offering of shares among those authorized for public offering. The offering price of shares shall not be lower than the market price at the time of the offering or the book value of the Company at the most recent time, except in the following cases:</p> <p>a. Shares offered for the first time to individuals who are not founding shareholders.</p> <p>b. Shares are offered to all shareholders in proportion to their existing shareholdings in the Company.</p> <p>c. Shares offered to brokers or underwriters. In this case, the specific discount or discount rate must be approved by shareholders representing at least 75% of the total voting shares.</p>		
<p><u>Article 9: Reclamation of Shares</u></p> <p>1. In the event that a shareholder fails to pay the full amount due for the purchase of shares on time, the Board of Directors shall notify and have the right to demand that the shareholder pay the remaining amount along with interest on that amount and any costs incurred by the Company due to the failure to pay in full, as stipulated.</p> <p>2. The aforementioned payment notice must clearly state the new payment deadline (at least seven days from the date of sending the notice), the payment location, and must specify that in case of non-payment as required, any outstanding shares will be forfeited.</p> <p>3. If the requirements in the aforementioned notice are not met, before full payment of all due amounts, interest, and related costs, the Board of Directors has the right to reclaim those shares. The Board of Directors may accept the surrender of the reclaimed shares as stipulated in Clauses 4, 5, and 6 and in other cases as provided in This charter.</p> <p>4. The repurchased shares will become the property of the Company. The Board of Directors may directly or authorize the sale, redistribution, or disposition of the repurchased shares to the original owners or other parties under conditions and in a manner that the Board of Directors deems appropriate.</p>	Omitted	Omitted due to incompatibility with the business situation.

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<p>5. Shareholders holding repurchased shares shall relinquish their shareholder status with respect to those shares. - shall still be liable to pay all related amounts plus interest at a rate (not exceeding 15% per year) as determined by the Board of Directors from the date of repurchase until the date of payment. The Board of Directors has the full right to decide whether to enforce payment of the full value of the shares at the time of repurchase or surrender, or to waive part or all of the payment.</p> <p>6. Notice of revocation will be sent to the holder of the revoked shares before the revocation date. The revocation remains valid even in the event of errors or negligence in sending the notice.</p>		
<p>IV. ORGANIZATIONAL STRUCTURE AND MANAGEMENT REASON AND CONTROL</p> <p>Article 10: Organizational structure of management</p> <p>The company's organizational and management structure includes:</p> <p>a. General Meeting of Shareholders</p> <p>b. Board of Directors</p> <p>c. Board of Management</p> <p>d. Supervisory Board</p> <p>Article 11: Shareholders and Shareholders' Rights</p> <p>2. Holders of common stock have the following rights:</p> <p>a. Shareholders have the right to participate in the General Meetings of Shareholders and to exercise their voting rights directly or through authorized representatives. Each common share has one voting right</p> <p>c. Shares that have been fully paid are freely transferable in accordance with the provisions of this Charter and applicable law;</p>	<p>IV. ORGANIZATIONAL STRUCTURE, GOVERNANCE AND CONTROL</p> <p>Article 10 : Organizational structure of management</p> <p>The company's organizational and management structure includes:</p> <p>a. General Meeting of Shareholders</p> <p>b. Board of Directors</p> <p>c. Supervisory Board</p> <p>d. Board of Management</p> <p>Article 11: Shareholders and Shareholders' Rights</p> <p>2. Holders of common stock have the following rights:</p> <p>a. Shareholders have the right to participate in and speak at General Meetings of Shareholders and to exercise their voting rights directly or through authorized representatives or other forms as prescribed by the company's charter and the law. Each common share has one voting right</p> <p>c. The shareholders are free to transfer their fully paid shares in accordance with the provisions of this Charter, except as provided in Clause 3 of Article 120, Clause 1 of Article 127 of the Enterprise Law and current legislation</p>	<p>Adjust the order as prescribed in Appendix I of Circular 116/2020/TT-BTC.</p> <p>Amendments as stipulated in Article 115 of the Enterprise Law</p> <p>Amendments as stipulated in Point d, Clause 1, Article 115 of the Enterprise Law.</p>
<p>e. <u>Verify the shareholder information in the list of shareholders eligible to attend the General Meeting.</u> and request corrections to inaccurate information;</p>	<p>e. <u>Review, search, and extract information.</u> Regarding the names and contact addresses in the list of shareholders with voting rights and requesting corrections to inaccurate information</p>	<p>Amendments as stipulated in Point d, Clause 1, Article 115 of the Enterprise Law</p>
<p>i. Request the Company to repurchase their shares in the specified cases: <u>- Shareholders who vote against a decision regarding the reorganization of the company or changes to the rights and obligations of shareholders</u></p>	<p>i. Request the Company to repurchase their shares in the cases stipulated in Article 132 of the Law on Enterprises:.</p>	<p>Amendments as stipulated in Appendix I of</p>

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<p>as stipulated in the company's charter have the right to request the company to repurchase their shares. The request must be in writing, clearly stating the shareholder's name and address, the number of shares of each type, the intended selling price, and the reason for requesting the company to repurchase. The request must be sent to the company within 10 working days from the date the shareholders' meeting approves the decision on the matters stipulated in this clause.</p> <p>- The company must repurchase shares at the shareholder's request at market price or at a price determined according to the principles stipulated in the company's charter within 90 days from the date of receiving the request. If an agreement on price cannot be reached, the shareholder may sell the shares to another party, or the parties may request a professional valuation organization to determine the value. The company will introduce at least three professional valuation organizations for the shareholder to choose from, and that choice will be final.</p>		<p>Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>j. To be treated equally. Each share of the same class grants its shareholder equal rights, obligations, and benefits. In the case that the Company has preferred shares, the rights and obligations attached to such preferred shares must be approved by the General Meeting of Shareholders and fully disclosed to the shareholders;</p>	<p>Supplement as stipulated in Point i, Clause 1, Article 12, Appendix I issued together with Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>k. To have full access to regular and extraordinary information disclosed by the company in accordance with the law;</p>	<p>Supplementing the provisions of Point k, Clause 1, Article 12, Appendix I issued together with Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>l. To protect their legitimate rights and interests; to request the suspension or annulment of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors in accordance with the provisions of the Enterprise Law;</p>	<p>Supplement as stipulated in Point l, Clause 1, Article 12, Appendix I issued together with Circular 116/2020/TT-BTC</p>

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Not yet specified	3. Shareholders or groups of shareholders owning five percent (05%) or more of the total number of common shares have the following rights: a. Request the Board of Directors to convene a General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140 of the Enterprise Law; b. Review, search, and extract minutes and resolutions, decisions of the Board of Directors, semi-annual and annual financial reports, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents except those relating to trade secrets and business secrets of the company; c. Request the Supervisory Board to inspect specific issues related to the management and operation of the Company when deemed necessary. Such requests must be in writing and include the following information: full name, contact address, nationality, and legal document number for individual shareholders; name, business registration number or legal document number, and registered office address for organizational shareholders; the number of shares and registration date of each shareholder, the total number of shares held by the shareholder group, and their ownership percentage of the Company's total shares; the issue(s) to be inspected; and the purpose of the inspection. d. Propose matters to be included in the agenda of the General Meeting of Shareholders in accordance with Clause 4, Article 17 of this Charter.:	Supplemented according to the provisions of Article 115 of the Enterprise Law No. 59/2020/QH14
4. Shareholders or groups of shareholders holding 10% or more of the total number of common shares for a continuous period of 3 years or more have the following rights:	4. Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisory Board. The nomination process for the Board of Directors and the Supervisory Board is as follows:	Amendments as stipulated in Article 115 of the Enterprise Law
a. <u>Nominate members of the Board of Directors or the Supervisory Board in accordance with the respective provisions of Clause 3, Article 24 and Clause 2, Article 36 of This charter.</u>	Omitted	Omitted as stipulated in Article 115 of the Enterprise Law.
b. <u>Request to convene a General Meeting of Shareholders:</u>		
c. <u>Verify and obtain a copy or excerpt of the list of shareholders entitled to attend and vote at the General Meeting of Shareholders.</u>		
d. <u>Request the Supervisory Board to examine specific issues related to the management and operation of the company when deemed necessary. The request must be in writing: it must include the full name, permanent address, nationality, and ID card/passport number or other legally valid personal identification for individual shareholders; the name, permanent</u>		

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<p>address, nationality, establishment decision number or business registration number for organizational shareholders; the number of shares and the date of share registration for each shareholder, the total number of shares of the entire shareholder group, and their ownership percentage in the total shares of the company; the issue to be examined, and the purpose of the examination;</p> <p><u>e. Other rights as stipulated in these Charter.</u></p>		
<p>Article 12: Obligations of Shareholders</p> <p>Shareholders have the following obligations:</p>	<p>a. Common shareholders who form groups to nominate candidates for the Board of Directors and the Supervisory Board must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;</p> <p>b. Based on the number of members of the Board of Directors and the Supervisory Board, shareholders or groups of shareholders as stipulated in this clause have the right to nominate one or more individuals, as decided by the General Meeting of Shareholders, as candidates for the Board of Directors and the Supervisory Board. If the number of candidates nominated by a shareholder or group of shareholders is less than the number of candidates they are entitled to nominate according to the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors, the Supervisory Board, and other shareholders</p>	<p>Supplement as stipulated in Article 115 of the Enterprise Law</p>
<p>Article 12: Obligations of Shareholders</p> <p>Shareholders have the following obligations:</p>	<p>Article 12: Obligations of Shareholders</p> <p>Common shareholder have the following obligations:</p>	<p>Amendments are made in accordance with Article 119 of the Enterprise Law No. 59/2020/QH15.</p>
<p>1. Comply with the Company's Charter and Charter; abide by <u>the decisions</u> of the General Meeting of Shareholders and the Board of Directors;</p>	<p>1. Comply with the Company's Charter and regulations; abide by the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;</p>	<p>Amendments are made in accordance with Article 119 of the Enterprise Law No. 59/2020/QH15.</p>
<p>2. Pay <u>for the registered shares</u> as per Charter;</p>	<p>2. Pay for the committed shares in full and on time as stipulated</p>	<p>Amendments are made in accordance with Article 119 of the Enterprise Law No. 59/2020/QH15.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>3. Provide an accurate address when registering to purchase shares;</u></p>	Omitted	Omitted due to incompatibility with the business situation.
<p>Not yet specified</p>	<p>5. Shareholders are not permitted to withdraw contributed capital in the form of common shares from the company in any form, except in cases where the shares are repurchased by the company or another party. If a shareholder withdraws part or all of their contributed capital in violation of this provision, that shareholder and any related parties in the company shall be jointly and severally liable for the company's debts and other financial obligations to the extent of the value of the withdrawn shares and any resulting damages.</p> <p>6. Maintain the confidentiality of information provided by the Company in accordance with this Charter and the law; use the provided information solely to exercise and protect one's lawful rights and interests; and strictly prohibit the dissemination, copying, or forwarding of information provided by the Company to any other organization or individual.</p> <p>7. Attend the General Shareholders' Meeting and exercise your voting rights through the following methods:</p> <p>a. Attend and vote in person at the meeting;</p> <p>b. Authorize another individual or organization to attend and vote at the meeting;</p> <p>c. Participate and vote via online conference, electronic voting, or other electronic means;</p> <p>d. Submit your ballot to the meeting via mail, fax, or email.</p>	<p>Supplementing the provisions of Clause 2, Article 119 of the Enterprise Law and Clause 2, Article 13 of Appendix 1 issued together with Circular 116/2020/TT-BTC.</p>
<p>Article 13: General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders is the highest authority of the Company. The annual General Meeting of Shareholders is held once a year. The General Meeting of Shareholders must be held annually within four months from the end of the fiscal year.</p>	<p>Article 13: General Meeting of Shareholders</p> <p>1. The General Meeting of Shareholders, comprising all shareholders with voting rights, is the highest authority of the Company. The Annual General Meeting of Shareholders is held once a year. The General Meeting of Shareholders must be held annually within four months from the end of the financial year. The Board of Directors may decide to extend the Annual General Meeting of Shareholders if necessary, but not more than six (06) months from the end of the financial year. In addition to the annual meeting, the General Meeting of Shareholders may hold extraordinary meetings. The location of the General Meeting of Shareholders is determined by where the chairperson attends the meeting and must be within the territory of Vietnam.</p>	<p>Amendments as stipulated in Article 139 of the Enterprise Law</p>

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<p>2. The Board of Directors shall convene the Annual General Meeting of Shareholders and select a suitable venue. The Annual General Meeting of Shareholders shall decide on matters in accordance with the law and the Company's Articles of Association, particularly approving the annual financial statements and the financial budget for the following fiscal year. <u>Independent auditors shall be invited to attend the meeting to advise on the approval of the annual financial statements.</u></p>	<p>2. The Board of Directors convenes the Annual General Meeting of Shareholders and selects a suitable venue. The Annual General Meeting of Shareholders decides on matters as prescribed by law and the Company's Articles of Association, particularly approving the annual financial statements and the financial budget for the following fiscal year. <u>If the audit report of the company's annual financial statements contains material exceptions, adverse audit opinions, or disclaimers, the company must invite a representative of the approved auditing firm that audited the company's financial statements to attend the Annual General Meeting of Shareholders. This representative of the approved auditing firm is obligated to attend the Annual General Meeting of Shareholders.</u></p>	<p>Amendments are made in accordance with Clause 2, Article 14, Appendix I issued together with Circular 116/2020/TT-BTC.</p>
<p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: ... c. When the number of members of the Board of Directors is less than the number prescribed by law or <u>less than half the number of members</u> stipulated in the Articles of Association; ... d. Shareholders or <u>groups of shareholders specified in Clause 3, Article 11 of This charter may request the convening of a General Meeting of Shareholders by submitting a written proposal. The proposal must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the proposal may be prepared in multiple copies to obtain the signatures of all relevant shareholders):</u></p>	<p>3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: ... c. When the number of members of the Board of Directors is less than the number of members prescribed by law or is reduced by <u>more than one-third (1/3) of the number of members prescribed in the Charter;</u> ... d. Upon the request of a shareholder or group of shareholders as stipulated in Clause 3, Article 11 of the Charter, the request to convene a General Meeting of Shareholders must be in writing and must include the following information: full name, contact address, nationality, and legal document number of the individual shareholder; name, business registration number or legal document number of the organization, and head office address of the organization shareholder; the number of shares and registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total shares of the company; and the basis and reasons for requesting the convening of the General Meeting of Shareholders. The request must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. Shareholders, or groups of shareholders, are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.</p>	<p>Amended according to Point a, Clause 4, Article 160 of the Enterprise Law</p> <p>Amendments are made in accordance with Clause 4, Article 115 of the Enterprise Law No. 59/2020/QH14, as amended by Clause 18, Article 1 of Law No. 76/2025/QH15.</p>
<p>e. The Supervisory Board may request a meeting if it has reason to believe that members of the Board of Directors or senior management have seriously violated their obligations under Article 160 of the <u>amended Enterprise Law</u></p>	<p>e. At the request of the Supervisory Board. The Supervisory Board may request a meeting if it has reason to believe that members of the Board of Directors or senior management have seriously violated their obligations under</p>	<p>Amendments are made in accordance with Article 115 of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>e. or if the Board of Directors acts or intends to act outside the scope of its authority;</p>	<p>Article 160 of the Enterprise Law, or if the Board of Directors acts or intends to act outside the scope of its authority;</p>	<p>the Enterprise Law No. 59/2020/QH14.</p>
<p>f. Other cases as prescribed by law <u>and the company's charter</u>.</p>	<p>f. Other cases as prescribed by law.</p>	<p>Modify to reflect reality.</p>
<p>4. Convene an extraordinary general meeting of shareholders. a. The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors is as stipulated in Clause 3c of Article 13 or upon receiving the request as stipulated in Clauses 3d and 3e of Article 13.</p>	<p>4. Convene an extraordinary general meeting of shareholders. a. The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors or members of the Supervisory Board is less than the minimum number of members as prescribed by law or upon receiving the request as prescribed in points d and e of Clause 3 of this Article. The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members prescribed in this Charter</p>	<p>Amendments are made in accordance with the provisions of Point b, Clause 1, Article 140 of the Enterprise Law and Point a, Clause 4, Article 160 of the Enterprise Law No. 59/2020/QH14.</p>
<p>b. If the Board of Directors fails to convene an extraordinary general meeting of shareholders as prescribed in <u>Clause 4a, Article 13</u>, then within the next 30 days, the Supervisory Board must replace the Board of Directors in convening the general meeting of shareholders as prescribed in <u>Clause 5, Article 136 of the amended Enterprise Law</u>.</p>	<p>b. If the Board of Directors fails to convene an extraordinary general meeting of shareholders as prescribed in point a, Clause 4 of this Article, then within the next 30 days, the Supervisory Board must replace the Board of Directors in convening the general meeting of shareholders as prescribed in Clause 3, Article 140 of the Enterprise Law</p>	<p>Adjust the reference</p>
<p>c. If the Supervisory Board fails to convene a General Meeting of Shareholders as prescribed in <u>Clause 4b, Article 13</u>, then <u>within the next thirty days</u>, the shareholder or group of shareholders making the request as prescribed in <u>Clause 3d, Article 13</u> have the right to <u>replace the Board of Directors or the Supervisory Board</u> in convening a General Meeting of Shareholders as prescribed in <u>Clause 5, Article 136 of the amended Enterprise Law</u>. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the convening and conduct of the meeting if deemed necessary.</p>	<p>c. If the Supervisory Board fails to convene a General Meeting of Shareholders as stipulated in point b, Clause 4 of this Article, the shareholder or group of shareholders making the request as stipulated in point d, Clause 3 of this Article have the right to request a representative of the Company to convene a General Meeting of Shareholders in accordance with the Enterprise Law. In this case, the shareholder or group of shareholders convening the General Meeting of Shareholders may request the business registration authority to supervise the convening and conduct of the meeting and make decisions if deemed necessary.</p>	<p>Adjustments to references and additions are made in accordance with the provisions of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>5. The procedure for organizing a General Meeting of Shareholders is regulated in Clause 5, Article 140 of the Enterprise Law.</p>	<p>Supplemented according to the provisions of Point d, Clause 4, Article 14, Appendix I issued together with</p>

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<p><u>Article 14: Rights and duties of the General Meeting of Shareholders</u> <u>annual general meeting of shareholders has the right to discuss and approve</u> <u>:</u></p>	<p><u>Article 14: Rights and obligations of the General Meeting of Shareholders</u> 1. The General Meeting of Shareholders has the following right and obligations:</p>	<p>Amendments are made in accordance with Article 138 of the Enterprise Law No. 59/2020/QH14. Circular 116/2020/TT-BTC.</p>
<p><u>a. Annual audited financial statements;</u> <u>b. Report of the Supervisory Board;</u> <u>c. Report of the Board of Directors;</u> <u>d. The company's short-term and long-term development plans.</u></p>	<p>2. Approval of the Company's development orientation; b. Deciding on the types of shares and the total number of shares of each type authorized for sale; determining the annual dividend rate for each type of share; c. Electing, dismissing, and removing members of the Board of Directors and members of the Supervisory Board; d. Decisions to invest in or sell assets worth thirty-five percent (35%) or more of the total asset value recorded in the Company's most recent financial statement; e. Decision to amend and supplement the company's charter; f. Approval of the annual financial statements; g. Decision to repurchase more than ten percent (10%) of the total number of shares sold of each class; h. Review and handle violations by members of the Board of Directors and members of the Supervisory Board that cause damage to the Company and its shareholders; i. Decision to reorganize or dissolve the Company; j. Deciding on the budget or total amount of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board; k. Approve the Internal Governance Regulations; the Regulations on the Operation of the Board of Directors and the Supervisory Board; l. Approve the list of approved auditing firms; decide which auditing firms are approved to conduct audits of the Company's operations, and dismiss approved auditors when deemed necessary; m. Other rights and obligations as prescribed by law</p>	<p>Amendments are made in accordance with Article 138 of the Enterprise Law No. 59/2020/QH14.</p>
<p>2. Annual and extraordinary general meetings of shareholders shall adopt written decisions on the following matters:</p>	<p>2. The General Meeting of Shareholders discussed and approved the following matters:</p>	<p>Amended in accordance with Clause 3, Article 139 of the</p>

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Not yet specified	a. The company's annual business plan;	Enterprise Law No. 59/2020/QH14 Supplemented according to the provisions of Clause 3, Article 139 of the Enterprise Law No. 59/2020/QH14
Not yet specified	c. The Board of Directors' report on the governance and performance of the Board of Directors and each member of the Board of Directors; and each independent member of the Board of Directors as stipulated in Clause 80, Article 1 of Decree 245/2025/ND-CP; d. Report of the Supervisory Board on the Company's business results and the General Director's performance; e. Self-assessment report on the performance of the Supervisory Board and its members	Supplemented according to the provisions of Clause 3, Article 139 of the Enterprise Law No. 59/2020/QH14
b. The annual dividend payment for each class of shares shall comply with the amended Enterprise Law and the rights associated with that class of shares. <u>This dividend shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;</u>	f. The annual dividend payout for each type of share is in accordance with the Enterprise Law and the rights associated with that type of share.	Amended in accordance with Clause 3, Article 139 of the Enterprise Law No. 59/2020/QH14
c. Number of members of the Board of Directors;	g. Number of members of the Board of Directors and the Supervisory Board;	Supplement as prescribed in Clause 2, Article 15, Appendix I issued together with Circular 116/2020/TT-BTC
d. <u>Choosing an auditing firm;</u>	h. Approve the list of approved auditing firms; decide which approved auditing firm will conduct audits of the company's operations when deemed necessary;	Amendments are made in accordance with the provisions of Article 139 of Circular No. 59/2020/QH14 and point k, clause 2,

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<p>e. Electing, dismissing, and replacing members of the Board of Directors and the Supervisory Board, and approving the Board of Directors' appointment of <u>the Director or GENERAL DIRECTOR</u>;</p>	<p>i. Electing and dismissing members of the Board of Directors and the Supervisory Board, and approving the Board of Directors' appointment of the <u>General Director</u>;</p>	<p>Article 15, Appendix I of Circular No. 116/2020/TT-BTC.</p> <p>Amendments pursuant to the current situation of enterprises No. 59/2020/QH14</p>
<p>f. Total remuneration of Board members and <u>Board Remuneration Report</u>;</p>	<p>j. <u>Deciding on the budget or total amount of remuneration, bonuses, and other benefits for members of the Board of Directors and the Supervisory Board</u>;</p>	<p>Supplementing the provisions of point i, clause 2, Article 15, Appendix I of Circular 116/2020/TT-BTC, in accordance with point k, clause 2, Article 138 of the Enterprise Law No. 59/2020/QH14.</p>
<p>o. <u>To investigate and address violations by the Board of Directors or the Supervisory Board that cause damage to the Company and its shareholders</u>;</p> <p>l. Decisions to sell company or branch assets <u>or to purchase assets with a value of 50% or more of the total value of the company's and its branches' assets as recorded in the most recent audited financial statements</u>;</p>	<p>o. <u>Omitted</u></p> <p>o. Decisions to invest in or sell assets of the Company or its subsidiaries with a value of 35% or more of the total value of the Company's assets and its subsidiaries as recorded in the most recent audited financial statements;</p>	<p>Abridged Pursuant to on the company's current situation.</p> <p>Amendments according to point p, clause 2, Article 15, Appendix I of Circular 116/2020/TT-BTC, in accordance with point d, clause 2, Article 138 of the Enterprise Law No. 59/2020/QH14.</p>
<p>m. The company repurchased more than 10% of a class of shares issued;</p>	<p>p. The company repurchased more than 10% of the total shares sold of each type;</p>	<p>Amendment according to point q, clause 2, Article</p>

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<p>n. <u>The general director or Chief Executive Officer also serves as the Chairman of the Board of Directors:</u></p>	Omitted	15, Appendix I of Circular 116/2020/TT-BTC, in accordance with point g, clause 2, Article 138 of the Enterprise Law No. 59/2020/QH14.
<p>Not yet specified</p>	<p>q. Approve the Internal Regulations on Corporate Governance, the Regulations on the Operation of the Board of Directors, and the Regulations on the Operation of the Supervisory Board.</p>	Supplemented according to point t, clause 2, Article 15, Appendix I of Circular 116/2020/TT-BTC, in accordance with point l, clause 2, Article 138 of the Enterprise Law No. 59/2020/QH14.
<p>r. <u>The Company or its branches enter into contributed acts with persons specified in Article 162.1 of the amended Enterprise Law with a value equal to or greater than 20% of the total value of the assets of the Company and its branches as recorded in the most recent audited financial statements:</u></p>	Omitted	Abridged Pursuant to on the company's current situation.
<p>Not yet specified</p>	<p>r. Granting loans or guarantees to members of the Board of Directors, members of the Supervisory Board, the General Director, other managers who are not shareholders, and individuals or organizations related to these entities;</p> <p>s. Granting loans or guarantees with a value of 35% or more of the company's total assets as recorded in the most recent audited financial statements to related organizations of members of the Board of Directors, members of the Supervisory Board, General Director, and other managers</p>	Supplemented according to the provisions of Clause 4, Article 293 of Decree 155/2020.

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>3. Shareholders are not allowed to participate in voting in the following cases:</p> <p><u>a. Contributed acts stipulated in Clause 2, Article 14 of This charter when that shareholder or a person related to that shareholder is a party to the contributed act;</u></p> <p><u>b. The purchase of shares by that shareholder or by any person related to that shareholder.</u></p>	<p>where the public company and the organization (except in cases where the organization is a shareholder of the company) are companies within the same group or companies operating as a group of companies, including parent-subsidiary companies, economic groups;</p> <p>t. Approval of a transaction of value of thirty-five percent (35%) or more, or a transaction resulting in a total transaction value arising within twelve (12) months from the date of the first transaction of value of thirty-five percent (35%) or more of the total asset value recorded in the most recent financial statement between the company and one of the following parties:</p> <ul style="list-style-type: none"> - Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related parties of these entities; - Shareholders, authorized representatives of shareholders owning more than ten percent (10%) of the total common stock of the company and their related parties; - Businesses whose members of the Board of Directors, Supervisory Board, General Director, and other company managers are required to declare their assets as stipulated in Clause 2, Article 164 of the Enterprise Law; <p>In this case, shareholders with an interest in the parties involved in the contract or transaction do not have voting rights.</p> <p>u. Decisions regarding contracts, loan transactions, lending, and sale of assets with a value exceeding ten percent (10%) of the total value of the company's assets as recorded in the most recent financial statement between the company and shareholders owning fifty-one percent (51%) or more of the total voting shares or related parties of such shareholders.</p> <p>Omitted</p>	<p>Omitted in accordance with the provisions of Appendix I of Circular 116/2020/TT-BTC and to ensure consistency of the provisions.</p>
<p><u>Article 15: Authorized representatives</u></p>	<p><u>Article 15: Authorization to attend the General Meeting of Shareholders</u></p>	<p>Amendments are made in accordance with the provisions of Article 14 of the</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>1. <u>Shareholders legally entitled to attend the General Meeting of Shareholders may attend in person or authorize a representative. If more than one authorized representative is appointed, the number of shares and votes of each representative must be specifically identified. The authorized representative is not permitted to further delegate their authority to a third party.</u></p> <p>2. <u>The authorization of a representative to attend the General Meeting of Shareholders must be in writing, using the company's form, and must be signed as follows:</u></p> <p>a. <u>If an individual shareholder is the authorized representative, both the shareholder and the authorized representative must sign to attend the meeting;</u></p> <p>b. <u>In cases where the authorized representative of a shareholder that is an organization is the authorizing party, the meeting must be attended by the authorized representative, the legal representative of the shareholder, and the authorized person.</u></p> <p>c. <u>In other cases, the signatures of the shareholder's legal representative and the person authorized to attend the meeting must be present.</u></p> <p><u>Authorized representatives attending the General Meeting of Shareholders must submit their authorization document before entering the meeting room.</u></p> <p>3. <u>In cases where a lawyer signs a letter of appointment on behalf of the authorized person, the appointment of a representative is only considered valid if the letter of appointment is presented together with the letter of authorization to the lawyer or a valid copy of that letter of authorization (if not previously registered with the Company).</u></p> <p>4. <u>Except as provided in Clause 3 of Article 15, the voting ballot of a person authorized to attend the meeting within the scope of their authorization remains valid in the following cases:</u></p>	<p>1. Shareholders, or authorized representatives of shareholders that are organizations, may attend meetings in person or authorize one or more other individuals or organizations to attend, or attend through one of the forms stipulated in Clause 3, Article 144 of the Enterprise Law. The authorized person is not permitted to re-authorize a third party.</p> <p>2. The authorization for individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document must be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party.</p> <p>Authorized representatives attending the General Meeting of Shareholders must submit a letter of authorization when registering to attend. In case of sub-authorization, the attendee must also present the original letter of authorization from the shareholder or the authorized representative of the shareholder (if the organization has not previously registered with the Company)</p> <p>Omitted</p>	<p>Enterprise Law No. 59/2020/QH14 and Appendix I of Circular 116/2020/TT-BTC.</p> <p>Amendments are made in accordance with Clause 1, Article 144 of the Enterprise Law No. 59/2020/QH14.</p> <p>Amendments are made in accordance with Clause 2, Article 144 of the Enterprise Law No. 59/2020/QH14.</p> <p>Abridged Pursuant to on the company's current situation.</p> <p>Omitted as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 16: Changes to Rights</u></p>	<p><u>Article 16: Changes to Rights</u></p>	

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>1. <u>Decisions of the General Meeting of Shareholders (in the cases provided for in Article 14.2 relating to the Company's share capital divided into different classes of shares) concerning the modification or cancellation of special rights associated with each class of shares shall only be adopted upon the written consent of those holding at least 65% of the voting rights of the issued shares of that class.</u></p>	<p>1. Changes or cancellations of special rights associated with a class of preferred shares take effect when approved by shareholders representing 65% or more of the total voting rights of all shareholders present at the meeting. A resolution of the General Meeting of Shareholders concerning adverse changes to the rights and obligations of preferred shareholders is only approved if it is endorsed by preferred shareholders of the same class present at the meeting who own 75% or more of the total preferred shares of that class, or by preferred shareholders of the same class who own 75% or more of the total preferred shares of that class in the case of a resolution adopted by written ballot.</p>	<p>Amendments are made in accordance with Clause 6, Article 148 of the Enterprise Law No. 59/2020/QH14.</p>
<p>2. The holding of such a meeting is only valid if there are at least two shareholders (or their authorized representatives) holding at least one-third of the par value of the issued shares of that class. If there are not enough representatives as stated above, a meeting will be held within thirty days thereafter, and those holding shares of that class (regardless of the number of people and shares) present in person or through authorized representatives will be considered to have met the required number of representatives. At the <u>separate meetings</u> mentioned above, those holding shares of that class, present in person or through representatives, may request a secret ballot, <u>and each person casting a secret ballot will have one vote for each share of that class they own.</u></p>	<p>2. The meeting of shareholders holding a specific class of preferred shares to approve changes to the above rights is valid only if at least 2 shareholders (or their authorized representatives) holding at least one-third of the total par value of the issued shares of that class are present. If the required number of attendees is not met, the meeting shall be reconvened within the next 30 days, and all shareholders of that class (regardless of the number of persons or shares) present in person or via authorized representatives shall be considered to meet the quorum requirement. At such meetings of preferred shareholders, those present in person or through a representative may request a secret ballot. Each share of the same class carries equal voting rights at these meetings.</p>	<p>Amendments are made in accordance with Clause 6, Article 148 of the Enterprise Law No. 59/2020/QH14.</p>
<p>3. The procedures for conducting such separate meetings are carried out in a manner similar to that stipulated in Articles 18 and 20.</p>	<p>3. The procedures for conducting such separate meetings shall be carried out in accordance with the provisions of Articles 18, 19 and 20 of these Charter.</p>	<p>Adjust the reference</p>
<p><u>Article 17: Convening the General Meeting of Shareholders, meeting agenda, and notice of the General Meeting of Shareholders</u></p>	<p><u>Article 17: Convening the General Meeting of Shareholders, meeting agenda, and notice of the General Meeting of Shareholders</u></p>	
<p>1. The Board of Directors convenes the General Meeting of Shareholders, or the General Meeting of Shareholders is convened in accordance with the circumstances stipulated in <u>Article 13.4b or Article 13.4c.</u></p>	<p>1. The Board of Directors convenes annual and extraordinary general meetings of shareholders. The Board of Directors convenes extraordinary general meetings of shareholders in the cases stipulated in Clause 3, Article 13 of This charter.</p>	<p>Amended according to Clause 1, Article 140 of the Enterprise Law No. 59/2020/QH14</p>
<p>2. The person convening the General Meeting of Shareholders must perform the following duties: a. Prepare a list of shareholders eligible to participate and vote at the general meeting <u>within thirty days prior to the start date of the General Meeting of Shareholders</u>; the meeting agenda, and required documents in accordance with the law and the Company's Charter;</p>	<p>2. The person convening the General Meeting of Shareholders must perform the following duties: a. Prepare a list of shareholders eligible to attend and vote at the General Meeting of Shareholders. The list of shareholders entitled to attend the General Meeting of Shareholders shall be prepared no more than 10 days before the date of sending the notice of invitation to the General Meeting of Shareholders; The Company must publish information on the</p>	<p>Amendments are made in accordance with Article 141 of the Enterprise Law No. 59/2020/QH14 and point a, clause 2, Article 18 of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	preparation of the list of shareholders entitled to attend the General Meeting of Shareholders at least twenty (20) days before the last registration date;	Appendix I of Circular 116/2020/TT-BTC.
Not yet specified	<p>b. Providing information and resolving complaints related to the shareholder list;</p> <p>c. Prepare the program and content for the congress;</p> <p>d. Prepare documents for the conference;</p> <p>e. Draft resolution of the General Meeting of Shareholders based on the planned agenda of the meeting;</p> <p>h. Other tasks serving the general meeting.</p>	<p>Supplement as stipulated in Clause 5, Article 140 of the Enterprise Law No. 59/2020/QH14</p>
<p>3. The notice of the General Meeting of Shareholders <u>must include the meeting agenda and relevant information on the issues to be discussed and voted on at the meeting. For shareholders who have deposited their shares, the notice of the General Meeting of Shareholders may be sent to the depository institution and simultaneously published on the media of the Stock Exchange/Securities Trading Center, on the company's website, and in one central or local newspaper where the company's registered office is located. For shareholders who have not deposited their shares, the notice of the General Meeting of Shareholders may be sent to the shareholder by hand delivery or by registered mail to the shareholder's registered address, or to an address provided by the shareholder for the purpose of information delivery. If the shareholder has notified the Company in writing of their fax number or email address, the notice of the General Meeting of Shareholders may be sent to that fax number or email address. If the shareholder is an employee of the Company, the notice may be placed in a sealed envelope and delivered to their workplace. The notice of the General Meeting of Shareholders must be sent at least 15 days before the date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or delivered, postage is paid, or it is placed in the mailbox). If the Company has a website, the notice of the General Meeting of Shareholders must be published on the Company's website simultaneously with the notification sent to shareholders.</u></p>	<p>3. The notice inviting shareholders to the General Meeting is sent to all shareholders using a method that ensures delivery to the contact address registered by the shareholder, and is also published on the Company's website and the Stock Exchange's website, where the Company's shares are listed or registered for trading. The person convening the General Meeting of Shareholders must send a notice of meeting to all shareholders on the List of Shareholders entitled to attend the meeting at least 21 days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted) ~. The notice of meeting must include the name, registered office address, business registration number; the name and contact address of the shareholder, the time and place of the meeting; and other requirements for attendees. The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting shall be sent to shareholders and/or posted on the Company's website. In cases where documents are not sent with the notice of the General Meeting of Shareholders, the notice of meeting must clearly state the link to all meeting documents so that shareholders can access them, including:</p> <p>a. Meeting agenda, documents to be used in the meeting;</p> <p>b. List and details of candidates in the case of electing members of the Board of Directors and members of the Supervisory Board;</p> <p>c. Voting Ballot;</p> <p>d. Draft resolutions for each item on the meeting agenda.</p>	<p>Amendments are made in accordance with Clauses 1 and 2 of Article 143 of the Enterprise Law No. 59/2020/QH14.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>4. Shareholders or groups of shareholders referred to in <u>Article 11.3 of This charter</u> have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be submitted to the Company <u>at least 05 working days</u> before the opening date of the General Meeting of Shareholders. <u>The proposal</u> must include the shareholder's full name, the number and type of shares they hold, and the proposed agenda item.</p>	<p>4. Shareholders or groups of shareholders mentioned in <u>Clause 2, Article 11 of This charter</u> have the right to propose matters to be included in the agenda of the General Meeting of Shareholders. Proposals must be in writing and must be submitted to the Company <u>at least 3 working days</u> before the opening date of the General Meeting of Shareholders. <u>The proposal</u> must include the shareholder's full name, the number of each type of share held by that person, and the matter proposed to be included in the agenda.</p>	<p>Amendments are made in accordance with <u>Clause 2, Article 142 of the Enterprise Law No. 59/2020/QH14.</u></p>
<p>5. The person convening the General Meeting of Shareholders has the right to reject proposals related to <u>Clause 4 of Article 17</u> in the following cases:</p> <p>a. <u>The proposal</u> was submitted late, or was incomplete or contained incorrect information;</p> <p>b. At the time of the proposal, the shareholder or group of shareholders did not hold at least 5% of the common shares for a continuous period of at least six months;</p> <p>c. <u>The proposal does not contain necessary information (incomplete, inaccurate content);</u></p> <p>d. The proposed issue falls outside the scope of authority for discussion and approval by the General Meeting of Shareholders.</p>	<p>5. In the event that the person convening the General Meeting of Shareholders refuses a proposal as stipulated in <u>Clause 4 of this Article</u>, they must respond in writing and state the reasons no later than two (02) working days before the opening date of the General Meeting of Shareholders. The person convening the General Meeting of Shareholders has the right to reject proposals relating to <u>Clause 2 of Article 11</u> in the following cases:</p> <p>a. Petitions that are submitted late, or that are incomplete or do not meet the content requirements stipulated in <u>Clause 4 of this Article</u>;</p> <p>b. At the time of the petition, the shareholder or group of shareholders did not hold at least 5% of the common shares as required by regulations;</p> <p>c. The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.</p>	<p>Amendments are made in accordance with <u>Clause 3, Article 142 of the Enterprise Law No. 59/2020/QH14.</u></p>
<p>6. <u>The Board of Directors must prepare draft resolutions for each item on the meeting agenda.</u></p> <p>7. <u>In cases where all shareholders representing 100% of the voting shares attend the General Meeting of Shareholders directly or through authorized representatives, the decisions unanimously adopted by the General Meeting of Shareholders shall be considered valid even if the convening of the General Meeting of Shareholders is not in accordance with the proper procedures or the voting items are not on the agenda.</u></p>	<p>Omitted</p>	<p>Amendments as stipulated in <u>Appendix I of Circular 116/2020/TT-BTC</u></p>
<p>Not yet specified</p>	<p>6. The person convening the General Meeting of Shareholders must accept and include the proposal stipulated in <u>Clause 4 of this Article</u> in the proposed agenda and content of the meeting, except as provided in <u>Clause 5 of this Article</u>; the proposal shall be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.</p>	<p>Supplementing the provisions of <u>Article 142 of the Enterprise Law No. 59/2020/QH14</u> and the provisions of <u>Appendix I of Circular 116/2020/TT-BTC.</u></p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Article 18: Conditions for holding a General Meeting of Shareholders</p> <p>1. A general meeting of shareholders is held when the number of shareholders in attendance represents <u>at least 51%</u> of the voting shares.</p>	<p>Article 18: Conditions for holding a General Meeting of Shareholders</p> <p>1. A general meeting of shareholders is considered valid when the number of shareholders present represents <u>more than 50%</u> of the total voting rights.</p>	<p>Amendments are made in accordance with Article 145 of the Enterprise Law No. 59/2020/QH14.</p>
<p>2. If the required number of delegates is not present within thirty minutes of the scheduled opening time of the meeting, the meeting must be reconvened within 30 (thirty) days from the date of the first scheduled General Meeting of Shareholders. The reconvened General Meeting of Shareholders may only be held when members present, consisting of shareholders and authorized representatives, represent at least 33% of the voting shares.</p>	<p>2. If the first meeting fails to meet the quorum requirements as stipulated in Clause 1 of this Article, a notice of the second meeting shall be sent within 30 (thirty) days from the date of the planned first General Meeting of Shareholders. The second General Meeting of Shareholders shall be held when the number of shareholders attending represents 33% or more of the total voting rights</p>	<p>Amendments are made in accordance with Article 145 of the Enterprise Law No. 59/2020/QH14.</p>
<p>3. If the second general meeting cannot be held due to insufficient number of delegates within thirty minutes of the scheduled opening time, a third general meeting of shareholders may be convened within 20 (twenty) days from the date of the planned second general meeting, and in this case the meeting shall be held regardless of the number of shareholders or authorized representatives in attendance and shall be deemed valid and shall have the right to decide on all matters that the first general meeting of shareholders could approve.</p>	<p>3. If the second meeting fails to meet the quorum requirements as stipulated in Clause 2 of this Article, a notice of the third meeting must be sent within 20 (twenty) days from the date of the planned second meeting. The third General Meeting of Shareholders shall be held regardless of the total number of votes cast by the shareholders present.</p>	<p>Amendments are made in accordance with Article 145 of the Enterprise Law No. 59/2020/QH14.</p>
<p>Article 19: Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. <u>On the day of the Shareholders' General Meeting</u>, the Company must carry out the shareholder registration procedure and must continue the registration until all shareholders entitled to attend the meeting have registered.</p>	<p>Article 19: Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. <u>Before the meeting commences</u>, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting are present and registered in the following order</p>	<p>Amendments are made in accordance with Article 146 of the Enterprise Law No. 59/2020/QH14.</p>
<p>2. Upon registering shareholders, the Company will issue each shareholder or authorized representative a voting card, which will bear the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting number. During the general meeting, voting cards supporting a resolution will be collected <u>first</u>, followed by those <u>opposing the resolution</u>. Finally, the total number of votes in favor or against will be counted to determine the decision. <u>The total number of votes in favor, against, or abstentions for each issue will be announced by the Chairman immediately after the vote on that issue. The Congress will select from among its delegates those responsible for counting or supervising the vote</u></p>	<p>a. Upon registering shareholders, the Company will issue each shareholder or authorized representative a voting card, which will bear the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting number. <u>The General Meeting of Shareholders will discuss and vote on each item on the agenda. Voting will be conducted by vote of approval, disapproval, or abstention. At the General meeting, the number of votes in favor</u> The resolution was collected in advance, the number of dissenting votes. Resolutions are collected later, and the final decision is made by counting the total number of votes in favor or against. <u>The results of the vote count are announced by the Chairman immediately before the</u></p>	<p>Amendments are made in accordance with Article 146 of the Enterprise Law No. 59/2020/QH14.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>count, and if the Congress does not select them, the Chairman will choose them. The vote counting committee shall have no more than three members.</u></p>	<p>closing of the meeting. The General Meeting elects those responsible for counting or supervising the vote count as proposed by the Chairman. The number of members of the vote counting committee will be decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting; In the event that the Company holds an online General Meeting of Shareholders and conducts electronic voting, shareholders and their authorized representatives (if any) access the online General Meeting of Shareholders and electronic voting system, attend, and exercise their voting and election rights.</p>	
<p><u>3. Shareholders arriving late to the General Meeting have the right to register immediately and subsequently have the right to participate and vote at the meeting. The Chairman is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any voting sessions conducted before the late-arriving shareholders arrive will not be affected.</u></p>	<p>b. Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving after the meeting has commenced have the right to register immediately and subsequently participate and vote immediately after registration at the meeting. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of previously voted-on items remains unchanged</p>	<p>Amendments are made in accordance with Clause 6, Article 146 of the Enterprise Law No. 59/2020/QH14.</p>
<p><u>4. The General Meeting of Shareholders will be chaired by the Chairman of the Board of Directors. In the absence of the Chairman, the Vice Chairman of the Board of Directors or a person elected by the General Meeting of Shareholders will preside. If none of them can preside, the highest-ranking member of the Board of Directors present will convene a meeting to elect the Chairperson of the General Meeting of Shareholders. The Chairperson does not necessarily have to be a member of the Board of Directors. The Chairman, Vice Chairman, or Chairperson elected by the General Meeting of Shareholders shall nominate a secretary to record the minutes of the meeting. In the case of electing a Chairperson, the name of the nominated Chairperson and the number of votes cast for the Chairperson must be announced.</u></p>	<p>2. The election of the chairperson, secretary, and vote counting committee is regulated as follows: a. The General Meeting of Shareholders will be chaired by the Chairman of the Board of Directors. In the absence of the Chairman, the Vice Chairman of the Board of Directors or a person elected by the General Meeting of Shareholders will preside. If none of them can preside, the highest-ranking member of the Board of Directors present will hold a meeting to elect the Chairperson of the General Meeting of Shareholders. The Chairperson does not necessarily have to be a member of the Board of Directors. The Chairman, Vice Chairman, or Chairperson elected by the General Meeting of Shareholders will nominate a secretary to record the minutes of the meeting. In the case of electing a Chairperson, the name of the nominated Chairperson and the number of votes for the Chairperson must be announced. If no Chairperson is elected, the Head of the Supervisory Board will lead the General Meeting of Shareholders to elect a Chairperson, and the person with the highest number of votes will be the Chairperson. b. Except as provided in point a of this clause, the signatory convening the General Meeting of Shareholders shall preside over the meeting so that the General Meeting of Shareholders can elect the chairman of the meeting.</p>	<p>Amended in accordance with Clause 2, Article 146 of the Enterprise Law No. 59/2020/QH14</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>5. <u>The Chairman's decision regarding the order, procedures, or events arising outside the agenda of the Shareholders' General Meeting shall be final and binding.</u></p>	<p>and the person with the highest number of votes shall be the chairman of the meeting. c. The chairperson appoints one or more people to act as secretaries for the meeting; d. The general meeting of shareholders elects one or more people to the vote counting committee upon the recommendation of the meeting chairman</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p>Not yet specified</p>	<p>3. The agenda and content of the meeting must be approved by the General Meeting of Shareholders at the opening session. The agenda must clearly and specifically define the time allocated to each item on the agenda.</p>	<p>Amendments as stipulated in Clause 3, Article 146 of the Enterprise Law.</p>
<p>6. <u>The Chairman of the General Meeting of Shareholders may adjourn the meeting, even if the required number of delegates has arrived, at a later time and location determined by the Chairman, without consulting the meeting, if he or she deems that:</u> a. <u>Attendees were unable to secure convenient seating at the convention venue.</u> b. <u>The behavior of those present that disrupts or is likely to disrupt the order of the meeting or</u> c. <u>The delay was necessary so that the congress proceedings could proceed properly.</u> Furthermore, the Chairman of the General Meeting may postpone the meeting with the unanimous consent or request of the Shareholders' General Meeting, provided that the required number of delegates have attended. The maximum postponement period is no more than three days from the scheduled opening date of the meeting. The rescheduled meeting will only consider matters that would have been legally resolved at the previously postponed meeting.</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 20, Appendix I of Circular 116/2020/TT-BTC</p>
<p>7. <u>If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 6, Article 19, the General Meeting of Shareholders shall elect another person from among the attending members to replace the chairperson and conduct the meeting until its conclusion, and the validity of the votes cast at that meeting shall not be affected.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 20, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>8. The chairperson or secretary of the meeting may conduct activities as they deem necessary to conduct the shareholders' general meeting in a valid and orderly manner; or to ensure that the meeting reflects the wishes of the majority of attendees.</p>	Omitted	Omitted as stipulated in Article 20, Appendix I of Circular 116/2020/TT-BTC
<p>9. The Board of Directors may require shareholders or their authorized representatives attending the General Meeting of Shareholders to undergo security checks or other security measures as deemed appropriate by the Board of Directors. If a shareholder or their authorized representative fails to comply with such security checks or measures, the Board of Directors, after careful consideration, may refuse or expel that shareholder or representative from the General Meeting.</p>	Omitted	Omitted as stipulated in Article 20, Appendix I of Circular 116/2020/TT-BTC
<p>10. The Board of Directors, after careful consideration, may take measures which it deems appropriate to:</p> <p>a. Adjust the number of people present at the main venue for the Shareholders' General Meeting;</p> <p>b. Ensure the safety of everyone present at that location;</p> <p>c. Facilitate shareholders' attendance (or continued attendance) at the general meeting.</p> <p>The Board of Directors has the full authority to change the aforementioned measures and to implement all measures as deemed necessary. Measures may include issuing entry passes or employing other selection methods.</p>	<p>4. The Chairperson of the General Meeting shall have the right to take necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of the participants.</p> <p>a. Arrangement of seating at the Shareholders' General Meeting venue;</p> <p>b. Ensure the safety of everyone present at the meeting venues;</p> <p>c. To facilitate shareholder attendance (or continued attendance) at the general meeting. The person convening the General Meeting of Shareholders has the full right to change the above - mentioned measures and apply all necessary measures. Measures applied may include issuing entry passes or using other selection methods.</p>	Amendments and additions are made in accordance with the provisions of Article 146 of the Enterprise Law No. 59/2020/QH14.
Not yet specified	<p>5. The General Meeting of Shareholders discusses and votes on each item on the agenda. Voting is conducted by vote in favor, against, or abstention. The results of the vote count are announced by the chairman immediately before the meeting adjourns.</p>	Amendments and additions are made in accordance with the provisions of Article 146 of the Enterprise Law No. 59/2020/QH14.
Not yet specified	<p>6. The person convening the meeting or the Chairperson of the General Meeting of Shareholders shall have the following rights:</p> <p>a. Require all meeting attendees to undergo checks or other lawful and reasonable security measures;</p> <p>b. Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally</p>	Supplemented according to the provisions of Clause 7, Article 146 of the Enterprise Law No. 59/2020/QH14

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	<p>disrupt order, hinder the normal progress of the meeting , or fail to comply with security checks from the General Meeting of Shareholders.</p> <p>7. The chairperson has the right to postpone a General Meeting of Shareholders that has reached the maximum number of registered attendees for no more than 3 working days from the scheduled opening date, and may only postpone or change the meeting location in the following cases :</p> <p>a. Attendees were unable to secure convenient seating at the convention venue.</p> <p>b. The communication facilities at the meeting venue do not guarantee that shareholders attending the meeting can participate in discussions and vote.</p> <p>c. Some attendees obstructed the meeting, disrupted order, and risked preventing the meeting from being conducted fairly and legally</p>	<p>Supplemented according to the provisions of Clause 8, Article 146 of the Enterprise Law No. 59/2020/QH14</p>
Not yet specified	<p>8. If the chairperson postpones or suspends the General Meeting of Shareholders in violation of the provisions of Clause 7 of this Article, the General Meeting of Shareholders shall elect another person from among the attendees to replace the chairperson in conducting the meeting until its conclusion; and all resolutions passed at that meeting shall be effective.</p>	<p>Supplemented according to the provisions of Clause 9 , Article 146 of the Enterprise Law No. 59/2020/QH14</p>
	<p>9. In cases where the Company applies modern technology to organize the General Meeting of Shareholders through online meetings, the Company is responsible for ensuring that shareholders can attend and vote by electronic ballot or other electronic means as prescribed in Article 144 of the Enterprise Law and Clause 3, Article 273 of Decree No. 155/ND-CP.</p>	<p>Supplemented according to Clause 2, Article 273 of Decree 155/2020/ND-CP and Clause 10 , Article 20 of Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 20: Through a decision of the General Meeting of Shareholders</u></p>	<p><u>Article 20: Conditions for the adoption of a resolution by the General Meeting of Shareholders.</u></p>	<p>Amendments are made in accordance with the provisions of Article 21, Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>1. Except as provided in Clause 2 of Article 20, resolutions of the General Meeting of Shareholders on the following matters shall be adopted when 51% or more of the total votes of shareholders entitled to vote, either in person or through their authorized representatives, are present at the General Meeting of Shareholders.</p>	<p>1. Following matters shall be adopted if it is approved by shareholders representing 65 % or more of the total voting rights of all shareholders present and voting at the meeting or more than 50% of the total voting shares of all shareholders entitled to vote approve in the case of obtaining shareholders' written opinions, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:</p> <ul style="list-style-type: none"> a. Types of shares and the total number of shares of each type; b. Changes in industry, occupation, and business sector; c. Changes to the company's organizational and management structure; d. Investment projects or the sale of assets with a value of 35% or more of the total assets recorded in the Company's most recent financial statements, except in cases where the Charter prescribes a different ratio or value; e. Reorganize or dissolve the company. <p>2. Resolutions are adopted when approved by shareholders holding more than 50% of the total voting rights of all shareholders present and voting at the meeting, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law;</p>	<p>Additional information as stipulated in Article 148 of the Enterprise Law No. 59/2020/QH14</p> <p>Amendments are made in accordance with Article 148 of the Enterprise Law No. 59/2020/QH14 and Law No. 03/2022/QH15.</p>
<p>2. Decisions of the General Meeting of Shareholders concerning amendments and additions to the Articles of Association, the type and number of shares offered, mergers, reorganization and dissolution of the Company, transactions involving the sale of Company or branch assets, or purchase transactions carried out by the Company or its branches with a value of 50% or more of the total value of the Company's and its branches' assets as calculated according to the most recent audited accounting records, shall only be approved when 65% or more of the total votes of shareholders with voting rights present in person or through authorized representatives at the General Meeting of Shareholders are received.</p>	<p>Omitted</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p>Not yet specified</p>	<p>3. Voting for members of the Board of Directors and Supervisory Board may be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of members to be elected to the Board of Directors or Supervisory Board, and shareholders have the right to</p>	<p>Amendments as prescribed in Article 148 Enterprise Law No. 59/2020/QH14 and</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	allocate all or part of their total votes to one or more candidates. The elected members of the Board of Directors or Supervisory Board are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the company's charter is reached. In the event that two (02) or more candidates receive the same number of votes for the last member of the Board of Directors or Supervisory Board, a re-election will be held among the candidates with the equal number of votes or a selection will be made according to the criteria stipulated in the election regulations. In addition, voting for members of the Board of Directors and the Supervisory Board may be conducted using other methods as stipulated in the election regulations for each election round	Law No. 03/2022/QH15 Additional information as stipulated in Article 148 of the Enterprise Law No. 59/2020/QH14
3. Decisions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within 15 days from the date the decision is adopted.	4. In cases where resolutions are adopted through written consultation, the General Meeting of Shareholders' resolution is considered adopted if it is approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders entitled to vote.	5. The decisions of the General Meeting of Shareholders must be notified to shareholders entitled to attend the General Meeting of Shareholders within 15 days from the date the decision is adopted. If the company has a website, sending the resolution may be replaced by posting it on the company's website Additional information as stipulated in Article 148 of the Enterprise Law No. 59/2020/QH14
Not yet specified	6. A resolution of the General Meeting of Shareholders concerning matters that adversely affect the rights and obligations of shareholders holding preferred shares shall only be adopted if it is approved by preferred shareholders of the same class present at the meeting, holding at least 75% of the total number of preferred shares of that class, or if approved by preferred shareholders of the same class holding at least 75% of the total number of preferred shares of that class in the case of a resolution adopted by written ballot.	Additional information as stipulated in Article 148 of the Enterprise Law No. 59/2020/QH14
Not yet specified	7. Resolutions passed by 100% of the total voting shares at the General Meeting of Shareholders are legal and effective even if the procedures for convening the meeting and passing the resolution violate the provisions of the Enterprise Law and the company's charter.	Additional information as stipulated in Article 148 of the

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanatio n/Notes
<p>Article 21: Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders</p> <p>The authority and procedures for obtaining shareholder opinions in writing to approve <u>decisions</u> of the General Meeting of Shareholders are carried out according to the following Charter:</p>	<p>Article 21: Authority and procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders</p> <p>The authority and procedures for obtaining shareholder opinions in writing to approve <u>resolutions</u> of the General Meeting of Shareholders are carried out according to the following Charter:</p>	<p>Enterprise Law No. 59/2020/QH14</p>
<p>1. The Board of Directors has the right to solicit shareholder opinions in writing to approve <u>decisions</u> of the General Meeting of Shareholders <u>at any time if deemed necessary</u> for the benefit of the company;</p>	<p>1. The Board of Directors has the right to solicit shareholder opinions in writing to pass <u>resolutions</u> of the General Meeting of Shareholders when deemed necessary for the benefit of the company, including but not limited to the cases specified in <u>Clause 2, Article 147 of the Law on Enterprises</u></p>	<p>Modify the wording accordingly.</p>
<p>2. The Board of Directors must prepare ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions. The ballots, along with the draft resolutions and explanatory documents, must be sent by registered mail to the permanent address of each shareholder.</p>	<p>2. The Board of Directors must prepare Opinion Ballots, draft resolutions of the General Meeting of Shareholders, and explanatory documents for the draft resolutions, and send them to all shareholders with voting rights. at least ten (10) days before the deadline for resubmitting the opinion ballot. The preparation of the list of shareholders to whom the opinion ballot is to be sent shall be carried out in accordance with the provisions of Clause 1 and Clause 2 of Article 141 of the Enterprise Law. The requirements and methods for sending the opinion ballot and accompanying documents shall be carried out in accordance with the provisions of Clause 3 of Article 17 of this Charter. The opinion ballot accompanied by the draft decision and explanatory documents must be sent by a method that ensures delivery to the permanent address of each shareholder.</p>	<p>Supplemented according to the provisions of Clause 2, Article 149 of the Enterprise Law No. 59/2020/QH14</p>
<p>3. The Opinion Ballot must include the following key information:</p> <p>a. Name, registered office address, number and Date of Incorporation of the Business Registration Certificate, and place of business registration of the company;</p> <p>c. The full name, permanent address, nationality, and ID <u>card number, passport number, or other legally valid personal identification of individual shareholders; the full name, permanent address, nationality, establishment decision number, or business registration number of organizational shareholders or their authorized representatives; the number of shares of each class and the number of voting rights of each shareholder;</u></p>	<p>3. The Opinion Ballot must include the following key information:</p> <p>a. Name, registered office address, and business registration number;</p> <p>c. Full name, contact address, nationality, and legal document number of the individual shareholder; name, registered office address, nationality, business registration number, or legal document number of the organization; the number of shares of each class and the number of voting rights of shareholders;</p>	<p>Amendments are made in accordance with Clause 3, Article 149 of the Enterprise Law No. 59/2020/QH14.</p> <p>Amendments are made in accordance with Clause 3, Article 149 of the Enterprise Law No. 59/2020/QH14.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>e. The voting options include approve, disapprove, and abstain.</p>	<p>e. The voting options include approve, disapprove, and abstain for each issue being considered;</p>	<p>Amendments are made in accordance with Clause 3, Article 149 of the Enterprise Law No. 59/2020/QH14.</p>
<p>g. Full name and signature of the Chairman of the Board of Directors <u>and the legal representative of the company</u>;</p>	<p>g. Full name and signature of the Chairman of the Board of Directors;</p>	<p>Amendments are made in accordance with Clause 3, Article 149 of the Enterprise Law No. 59/2020/QH14.</p>
<p>4. The completed opinion poll form must be signed by the individual shareholder. or by the authorized representative or legal representative of the organizational shareholder.</p>	<p>4. Shareholders may submit their completed opinion ballots to the company by mail, fax, or email in accordance with the following regulations. a. In the case of mailing, the answered opinion ballot must be signed by the individual shareholder, the authorized representative, or the legal representative of the organizational shareholder. Opinion ballots sent to the company must be enclosed in a sealed envelope, and no one is allowed to open them before the ballots are counted. Opinion ballots sent to the company after the deadline specified in the ballot or that have been opened are invalid; b. In the case of sending Opinion Ballots by fax or email, the ballots sent to the company must be kept confidential until the time of vote counting; c. Opinion ballots sent to the Company after the deadline specified in the ballot, or that have been opened in the case of mail submissions, or published before the vote count in the case of fax or email submissions, are invalid. Unsent ballots will be considered as non-voting ballots.</p>	<p>Amendments are made in accordance with Clause 4, Article 149 of the Enterprise Law No. 59/2020/QH14.</p>
<p>5. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who do not hold management positions in the company. The vote counting report must include the following key information: a. Name, address of the registered office, <u>number and Date of Incorporation of the Business Registration Certificate, place of business registration</u>; b. The purpose and issues requiring consultation to reach a decision;</p>	<p>5. The Board of Directors counts the votes and prepares a vote counting report in the presence of the Supervisory Board or shareholders who do not hold management positions in the company. The vote counting report must include the following key information: a. Name, registered office address, and business registration number; b. Purpose and issues requiring consultation for the adoption of the Resolution;</p>	<p>Amendments are made in accordance with Clause 5, Article 149 of the Enterprise Law No. 59/2020/QH14. Amendments are made in accordance with Clause 5,</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
e. The decisions have been made;	e. The issues were approved and the corresponding voting percentages were given. The issues were approved and the corresponding voting percentages were given;	Article 149 of the Enterprise Law No. 59/2020/QH14. Amendments are made in accordance with Clause 5, Article 149 of the Enterprise Law No. 59/2020/QH14.
f. The full name and signature of the Chairman of the Board of Directors, the legal representative of the company, and the vote counting supervisor. Board members and vote counting supervisors shall be jointly liable for the integrity and accuracy of the vote counting record; and jointly liable for damages arising from decisions made due to dishonest or inaccurate vote counting.	f. Full name and signature of the Chairman of the Board of Directors and the vote counter. and the vote counting supervisor. Board members, vote counters, and vote supervisors shall be jointly liable for the integrity and accuracy of the vote count record; and jointly liable for any damages arising from decisions made due to dishonest or inaccurate vote counting.	Amendments are made in accordance with Clause 5, Article 149 of the Enterprise Law No. 59/2020/QH14.
6. The minutes of the vote count must be sent to shareholders within fifteen days from the date the vote count is completed;	6. The vote count minutes and resolutions must be sent to shareholders within 15 days of the completion of the vote count. Alternatively, sending the vote count minutes and resolutions may be done by posting them on the Company's website within 24 hours of the completion of the vote count	Amendments are made in accordance with Clause 6, Article 149 of the Enterprise Law No. 59/2020/QH14.
<u>Article 22: Minutes of the Shareholders' General Meeting</u> The chairperson of the General Meeting of Shareholders is responsible for organizing the archiving of the minutes of the General Meeting of Shareholders and sending them to all shareholders within 15 days of the General Meeting's conclusion. The minutes of the General Meeting of Shareholders shall be considered authentic evidence of the proceedings conducted at the General Meeting of Shareholders unless objections to the content of the minutes are raised in accordance with the prescribed procedures within ten days of sending the minutes. The minutes must be prepared in Vietnamese, signed by the chairperson and the secretary, and prepared in accordance with the Enterprise Law and this Charter. The	<u>Article 22: Resolutions and Minutes of the Shareholders' General Meeting</u> 1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be written in Vietnamese, and may also be written in a foreign language, and must include the following main contents: a. Name, registered office address, business registration number; b. Time and location of the Shareholders' General Meeting; c. Meeting agenda and content; d. The names of the chairperson and secretary; e. Summarize the proceedings and statements made at the General Shareholders' Meeting on each item on the agenda;	Supplemented as stipulated in Article 23, Appendix 1 of Circular 116/2020/TT-BTC Amendments are made in accordance with Clause 1, Article 150 of the Enterprise Law No. 59/2020/QH14.

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<p><u>records, minutes, shareholder signature book, and proxies must be kept at the Company's registered office.</u></p>	<p>f. The number of shareholders and the total number of voting shares of shareholders attending the meeting, the appendix listing registered shareholders, and the shareholder representatives attending the meeting with their corresponding shareholdings and voting rights; g. The total number of votes for each matter to be voted on, clearly indicating the voting method, the total number of valid and invalid votes, votes in favor, votes against, and abstentions; and the corresponding percentage of the total votes of shareholders attending the meeting. h. The issues were approved and the corresponding percentage of votes were cast in favor; i. The names, signatures, and titles of the chairperson and secretary. If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid only if signed by all other members of the Board of Directors present at the meeting and contain all the information as stipulated in this clause. The meeting minutes shall clearly state the reason for the chairperson or secretary's refusal to sign the minutes.</p>	<p>Amendments are made in accordance with Article 150 of the Enterprise Law No. 59/2020/QH14.</p>
	<p>2. Resolutions and minutes of the General Meeting of Shareholders must be prepared and approved before the meeting concludes. The chairperson and secretary of the meeting, or any other person signing the minutes, shall be jointly responsible for the truthfulness and accuracy of the minutes' contents. 3. Resolutions and minutes drawn up in both Vietnamese and foreign languages have equal legal effect. In case of discrepancies in content between the Vietnamese and foreign-language versions of the minutes, the content in the Vietnamese version shall prevail. 4. Resolutions and minutes of the General Meeting of Shareholders must be fully published on the Company's website and the Stock Exchange's electronic portal within twenty-four (24) hours from the date of approval by the General Meeting of Shareholders and in accordance with the provisions of the Enterprise Law. 5. Resolutions, minutes of the General Meeting of Shareholders, appendices listing registered shareholders, adopted resolutions, and related documents attached to the meeting invitation notice must be kept at the company's head office.</p>	
<p>Article 23: Request for annulment of a decision of the General Meeting of Shareholders</p>	<p>Article 23: Request for annulment of a decision of the General Meeting of Shareholders</p>	

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Within ninety days from the date of receiving <u>the minutes</u> of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, shareholders holding 10% of the total number of common shares <u>for a continuous period of 12 months or more, the Chairman of the Board of Directors, the General Director, and the Supervisory Board</u> have the right to request the Court or Arbitration to review and annul the decision of the General Meeting of Shareholders in the following cases:</p> <p>1. The sequence and procedures for convening the General Meeting of Shareholders <u>were not carried out in accordance</u> with the provisions of this Law and the company's charter;</p> <p>2. The <u>decision's</u> content violates the law or the company's charter.</p>	<p>Within ninety days from the date of receiving the resolution or minutes of the General Meeting of Shareholders or the minutes of the vote count results of the General Meeting of Shareholders, a shareholder holding 5% of the total number of common shares has the right to request the Court or Arbitration to review and annul the decision of the General Meeting of Shareholders in the following cases:</p> <p>1. The sequence and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Enterprise Law and the company's charter, except as stipulated in Clause 7, Article 20 of this Charter;</p> <p>2. The content of the Resolution violates the law.</p>	<p>Amendments are made in accordance with Article 151 of the Enterprise Law No. 59/2020/QH14.</p>
<p>VII. BOARD OF DIRECTORS</p> <p>Not yet specified</p>	<p>V. BOARD OF DIRECTORS</p> <p>Article 24: Nomination and candidacy of Board members</p> <p>1. If the candidates for the Board of Directors have been identified, the Company must publish information related to the candidates at least ten (10) days before the opening date of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the personal information published and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. The information related to candidates for the Board of Directors published shall include at least the following contents:</p> <p>a. Full name, date of birth (day, month, year);</p> <p>b. Professional qualifications;</p> <p>c. Work experience;</p> <p>d. Other managerial positions (including board positions in other companies);</p> <p>e. The benefits relate to the Company and its related parties;</p> <p>f. Information about the companies where the candidate holds a board of directors position, other management titles, and any related interests in the candidate's board of directors (if any).</p> <p>g. The full name of the shareholder or group of shareholders nominating the candidate (if any);</p>	<p>Supplemented according to the provisions of Article 25, Appendix 1 of Circular 116/2020/TT-BTC and Article 247 of Decree 155/2020/NĐ-CP</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 24: Composition and term of office of the Board of Directors</u></p> <p>1. The number of Board members shall be at least five (05) and at most eleven (11). The term of the Board of Directors shall be five (05) years. The term of a Board member shall not exceed five (05) years; Board members may be re-elected for an unlimited number of terms. The total number of independent non-executive Board members shall account for at least one-third of the total number of Board members.</p>	<p>h. Other information (if any).</p> <p>2. Shareholders holding at least 10% of the voting shares have the right to combine their individual voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares may nominate one candidate; from 20% to less than 50% of the voting shares may nominate two candidates; from 50% to less than 65% of the voting shares may nominate three candidates; and if 65% or more of the voting shares are held, the full number of candidates nominated will be reached.</p> <p>3. In the event that the number of candidates for the Board of Directors, both through nomination and candidacy, is still insufficient to meet the required number. According to Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors may nominate additional candidates or organizations as stipulated in the company's charter, internal regulations on corporate governance, and the operating regulations of the Board of Directors. Candidates nominated by the Board of Directors must be approved by a majority vote of the Board members. The nomination of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors as prescribed by law.</p> <p>4. Members of the Board of Directors must meet the standards and conditions stipulated in Clauses 1 and 2 of Article 155 of the Enterprise Law and the company's charter.</p> <p><u>Article 25 : Composition and term of office of the Board of Directors members</u></p> <p>1. The number of Board of Directors members is five (05) people. The term of office of a Board of Directors member is not more than five (05) years; Board of Directors members may be re-elected for an unlimited number of terms. In the event that all Board of Directors members finish their term at the same time, those members will continue to be Board of Directors members until new members are elected to replace them and take over the work. The number of independent and non-executive Board of Directors members must ensure the following regulations:</p> <p>a. Independent /non-executive member in the case of a company with a Board of Directors consisting of 3 to 5 members;</p>	<p>Amended in accordance with Clause 79, Article 1 of Decree 245/2025/ND-CP</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
	<p>b. Independent /non-executive members in the case of a company with 6 to 8 members on its Board of Directors;</p> <p>c. Independent /non-executive members in the case of a company with 9 to 11 members on its Board of Directors.</p>	
	<p>2. The company minimizes the number of Board members holding executive positions within the company to ensure the independence of the Board.</p>	<p>Supplementing the provisions of Article 26, Appendix I of Circular 116/2020/TT-BTC and ensuring effectiveness in corporate governance.</p>
<p><u>2. Members of the Board of Directors are nominated by the founding shareholders in proportion to their shareholdings. The founding shareholders have the right to pool their shareholdings to nominate members of the Board of Directors.</u></p>	<p>Omitted</p>	<p>Omitted due to inconsistency with the company's current situation.</p>
<p>Not yet specified</p>	<p>3. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed, or replaced by the General Meeting of Shareholders in accordance with Article 160 of the Enterprise Law.</p>	<p>Supplemented as stipulated in Article 26, Appendix I of Circular 116/2020/TT-BTC And supplemented as stipulated in Article 160 of the Enterprise Law No. 59/2020/QH14</p>
<p><u>3. Shareholders holding at least 10% of the voting shares for a continuous period of at least 12 months have the right to combine their individual voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares for a continuous period of at least 12 months may nominate one member: from 20% to less than 50% of the voting shares for a continuous period of at least 12 months may nominate two members: from 50% to less than 65% of the voting shares for a continuous period of at least 12 months may nominate three members;</u></p>	<p>Omitted</p>	<p>Omitted because this content has already been included in Article 24.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>and if 65% or more of the voting shares are held for a continuous period of at least 12 months, the full number of candidates can be nominated.</p> <p>4. If the number of candidates for the Board of Directors, both nominated and self-nominated, is still insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations according to a mechanism stipulated by the company. The nomination mechanism or the method by which the incumbent Board of Directors nominates candidates for the Board of Directors must be clearly announced and approved by the General Meeting of Shareholders before the nomination process begins.</p> <p>5. A member of the Board of Directors will lose their membership in the following circumstances:</p> <p>a. That member is not eligible to be a member of the Board of Directors according to the provisions of the Enterprise Law or is prohibited by law from being a member of the Board of Directors;</p> <p>b. That member submitted a written resignation letter to the Company's headquarters;</p> <p>c. That member suffers from a mental disorder and another member of the Board of Directors has professional evidence demonstrating that the person is no longer capable of acting.</p> <p>d. That member was absent from Board of Directors meetings for six consecutive months, during which time the Board of Directors did not permit that member to be absent and ruled that the position was vacant;</p> <p>e. That member was removed from the Board of Directors by a decision of the General Meeting of Shareholders.</p> <p>f. That member is no longer authorized to represent the owner or the group of shareholders;</p> <p>g. That member has died or gone missing.</p> <p>6. The Board of Directors may appoint new members to fill any vacancies that arise, and these new members must be approved by the General Meeting of Shareholders immediately following the appointment. Once approved by the General Meeting of Shareholders, the appointment of the new member will be deemed effective on the date of the Board of Directors' appointment.</p> <p>7. The appointment of Board members must be notified in accordance with the Charter of the Securities Law and the securities market.</p> <p>8. Board members do not necessarily have to be <u>shareholders</u> of the company.</p>	<p>4. The appointment of Board of Directors members must be disclosed in accordance with the legal Charter on information disclosure in the securities market.</p>	<p>Amendments are made in accordance with the provisions of Article 26,</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Article 25: Powers and duties of the Board of Directors</p>	<p>5. Members of the Board of Directors do not necessarily have to be shareholders of the Company.</p> <p>Article 26 : Powers and obligations of the Board of Directors</p>	<p>Appendix I of Circular 116/2020/TT-BTC and to suit the actual business situation.</p> <p>Update the queue number.</p>
<p>1. The Board of Directors decides on contributedacts for the purchase, sale, loan, and other agreements, investment transactions, and the sale of company or branch assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statement. This regulation does not apply to contributedacts and transactions specified in point 1, clause 2, Article 14.</p> <p>2. The rights and obligations of the Board of Directors are stipulated by law, the Articles of Association, the Company's internal Charter, and decisions of the General Meeting of Shareholders. Specifically, the Board of Directors has the following powers and duties :</p> <p>Not yet specified</p>	<p>1. The Board of Directors is the governing body of the company, having full authority to act on behalf of the company to decide and exercise the rights and obligations of the Company, except for those rights and obligations that fall under the authority of the General Meeting of Shareholders.</p> <p>2. The rights and obligations of the Board of Directors are governed by law, the Charter, the Company's internal regulations, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>a. Making strategic decisions, developing medium-term growth plans, and formulating annual business plans for the company</p>	<p>Supplementing the provisions of Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p> <p>Modify the wording accordingly.</p> <p>Supplementing the provisions of Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of</p>
<p>b. Proposals include the issuance of bonds, convertible bonds, and warrants that allow holders to purchase shares at a predetermined price;</p>	<p>b. Propose the types of shares and the total number of shares authorized for sale for each type</p>	<p>Amendments are made in accordance with Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	<p>c. Deciding on the selling price of the Company's shares and bonds; d. Decisions to sell unsold shares within the permitted number of shares for each class; decisions to raise additional capital through other means; e. The decision to repurchase shares is governed by Clauses 1 and 2 of Article 133 of the Enterprise Law; f. Decisions on investment options and investment projects are made within the authority and limits prescribed by law; g. Deciding on solutions for market development, marketing, and technology;</p>	<p>Supplementing the provisions of Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>d. Submit the annual <u>financial statement to the General Meeting of Shareholders:</u></p>	<p>i. The audited annual financial statements are presented to the General Meeting of Shareholders;</p>	<p>Amendments are made in accordance with Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>f. Deciding on the annual production and business development plan and budget:</u></p>	<p>Omitted</p>	<p>The terms have been simplified Pursuant to on the company's current situation and ensure consistency between the clauses.</p>
<p>g. <u>Decisions regarding purchase, sale, loan, lending and other contributed assets, investment transactions, and the sale of company or branch assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statement:</u></p>	<p>k. Approve contracts for purchase, sale, borrowing, lending, and other transactions with a value equal to or greater than 35% of the total assets recorded in the Company's most recent financial statements, except for contracts or transactions under the decision-making authority of the General Meeting of Shareholders as prescribed in Point d, Clause 2, Article 138, and Clauses 1 and 3, Article 167 of the Enterprise Law;</p>	<p>Amendments are made in accordance with Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation n/Notes
<p>h. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, contributedacting, and terminating contributedacts with <u>the General Director or</u> General Director and other key managers; <u>to decide on</u> the salaries and other benefits of those managers; to appoint authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and to decide on the remuneration and other benefits of those representatives;</p>	<p>l. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, contracting, and terminating contracts with the General Director and other key managers, including their salaries and other benefits; appointing authorized representatives to participate in the Board of Members or General Meeting of Shareholders in other companies, and deciding on their remuneration and other benefits;</p>	<p>Modify Pursuant to on the company's current situation.</p>
<p><u>i. Determining the offering price of bonds, stocks, and convertible securities;</u></p>	<p>Omitted</p>	<p>The content has been shortened Pursuant to on the company's current situation, ensuring that no content is duplicated.</p>
<p>k. Propose annual dividend rates and determine interim dividend rates; organize dividend payments;</p>	<p>p. Proposing the dividend rate to be paid; deciding on the timeframe and procedures for paying dividends or handling losses incurred during business operations;</p>	<p>Amendments are made in accordance with Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>l. Supervise and direct <u>the General Director or</u> General Manager and other managers in the operation of the company's business.</p>	<p>n. Supervise and direct the General Director and other managers in the operation of the company's business.</p>	<p>Modify Pursuant to on the company's current situation.</p>
<p><u>n. The company may purchase or repurchase no more than 10% of each class of shares;</u> <u>o. Deciding on the price to buy or repurchase the company's shares.</u></p>	<p>Omitted</p>	<p>Abridged Pursuant to on the current state of the business.</p>
<p>Not yet specified</p>	<p>q. The decision to issue the Regulations on the Operation of the Board of Directors and the Internal Regulations on Corporate Governance will be made after being approved by the General Meeting of Shareholders;</p>	<p>Supplementing the provisions of Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix 1 of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>p. Other rights and obligations as prescribed by this Law <u>and the company's Articles of Association.</u></p>	<p>r. Other rights and obligations as prescribed by the Enterprise Law, the Securities Law , and other legal Charter.</p>	<p>116/2020/TT-BTC. Circular Amendments are made in accordance with Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>3. The following matters require approval from the Board of Directors: a. Establish branches or representative offices of the Company; b. Establish subsidiaries of the Company; c. Within the scope of Article 149.2 of the amended Enterprise Law and except for cases stipulated in Article 162.3 of the amended Enterprise Law requiring approval by the General Meeting of Shareholders, the Board of Directors shall, from time to time, decide on the implementation, amendment, and cancellation of major contributedacts of the Company (including contributedacts for the purchase, sale, merger, acquisition, and joint venture); d. Appointing and dismissing persons authorized by the Company to act as the Company's commercial representatives and legal counsel; e. The Company's borrowing and its fulfillment of mortgages, guarantees, collateral, and claims; f. Investments not included in the business plan and budget that exceed 5% of the annual business plan and budget value; g. The purchase or sale of shares in other companies established in Vietnam or abroad; h. The valuation of non-monetary assets contributed to the Company related to the issuance of shares or bonds of the Company, including gold, land use rights, intellectual property rights, technology and technological know-how; i. The company may purchase or repurchase no more than 10% of each class of shares; j. Business matters or transactions decided by the Board require approval within the scope of its authority and responsibility;</p>	<p>Omitted</p>	<p>Abridged Pursuant to on the current state of the business.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>k. Deciding on the price to buy or repurchase the company's shares.</u></p>		
<p>4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically on the Board's oversight of the General Director or Chief Executive Officer and other managers during the financial year. If the Board of Directors fails to submit this report to the General Meeting of Shareholders, the Company's annual financial statements will be deemed invalid and not approved by the Board of Directors.</p>	<p>3. The Board of Directors must report to the General Meeting of Shareholders on its activities as stipulated in Article 280 of Decree No. 155/2020/ND-CP, amended and supplemented by Decree 245/2025/ND-CP</p>	<p>Amendments are made in accordance with Article 278 of Decree 155/2020/ND-CP and Article 27 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>5. Unless otherwise provided by law and the Articles of Association, the Board of Directors may authorize subordinate staff and managers to act on behalf of the Company.</p>	<p>Omitted</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p>Not yet specified</p>	<p>Article 27: Remuneration, bonuses and other benefits of members of the Board of Directors 1. The company has the right to pay remuneration and bonuses to members of the Board of Directors Pursuant to on business results and performance.</p>	<p>Supplementing the provisions of Article 163 of the Enterprise Law No.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>6. <u>Board members (excluding authorized representatives) are entitled to remuneration and bonuses for their work as members of the Board.</u> The total amount of remuneration and bonuses for the Board of Directors will be determined by <u>the Company Pursuant to on business results and performance.</u></p>	<p>2. Board members are entitled to remuneration and bonuses. Remuneration is calculated based on the number of working days required to complete the tasks of the Board member and the daily rate. The Board of Directors determines the remuneration for each member by mutual agreement. The total remuneration and bonuses for the Board of Directors are decided by the General Meeting of Shareholders at its annual meeting.</p>	<p>Amendments are made in accordance with Article 163 of the Enterprise Law No. 59/2020/QH14 and Article 28 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>3. The remuneration of each member of the Board of Directors is included in the Company's business expenses in accordance with the law on corporate income tax, is shown as a separate item in the Company's annual financial statements, and must be reported to the General Meeting of Shareholders at the annual meeting</p>	<p>Supplementing the provisions of Article 153 of the Enterprise Law No. 59/2020/QH14 and Article 28 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>7. <u>The total amount of remuneration paid to members of the Board of Directors must be detailed in the Company's annual report.</u></p>	<p>Omitted</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p>8. Board members holding executive positions (including the position of Chairman or Vice-Chairman), or board members serving on subcommittees of the Board, or performing other duties which, in the view of the Board, fall outside the ordinary scope of a board member's duties, may be compensated in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board.</p>	<p>4. Board members holding executive positions (including the position of Chairman), or board members serving on subcommittees of the Board, or performing other duties which, in the view of the Board, fall outside the ordinary scope of a board member's duties, may be compensated in the form of a lump-sum payment, salary, commission, percentage of profits, or other forms as determined by the Board.</p>	<p>Modify Pursuant to on the company's current situation.</p>
<p>9. Board members are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in performing their duties as board members, including expenses incurred in attending meetings of the Board of Directors, or subcommittees of the Board of Directors, or the General Meeting of Shareholders.</p>	<p>5. Board members are entitled to reimbursement for all travel, accommodation, and other reasonable expenses incurred in performing their duties as board members, including expenses incurred in attending meetings of the Board of Directors, or subcommittees of the Board of Directors, or the General Meeting of Shareholders.</p>	<p>Update the queue number.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	6. Board members may be insured by the Company for liability insurance after approval by the General Meeting of Shareholders. This insurance does not cover the liability of Board members related to violations of the law and the Company's Articles of Association	Supplemented as stipulated in Article 28, Appendix 1 of Circular 116/2020/TT-BTC
<u>10. Board members are not permitted to transfer the shares they own during their term in office except with the approval of the Board of Directors.</u>	Omitted	Abridged Pursuant to on the company's current situation.
<u>Article 26: Chairman and Vice-Chairman of the Board of Directors</u>	<u>Article 28: Chairman of the Board of Directors</u>	Updated according to the current state of the business.
1. The General Meeting of Shareholders or the Board of Directors must select from among its members a Chairman and a Vice Chairman, unless the General Meeting of Shareholders decides otherwise. The Chairman of the Board of Directors shall not also hold the position of Chief Executive Officer. The Chairman of the Board of Directors concurrently holding the position of Chief Executive Officer must be approved annually at the Annual General Meeting of Shareholders.	1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.	Amendments are made in accordance with Article 156 of the Enterprise Law No. 59/2020/QH14 and Article 29 of Appendix 1 of Circular 116/2020/TT-BTC.
Not yet specified	2. The Chairman of the Board of Directors cannot also hold the position of CEO.	Supplementing the provisions of Article 156 of the Enterprise Law No. 59/2020/QH14 and Article 29 of Appendix 1 of Circular 116/2020/TT-BTC.
2. The Chairman of the Board of Directors is responsible for convening and presiding over the General Meeting of Shareholders and meetings of the Board of Directors, and also has other rights and responsibilities as stipulated in this Charter and the amended Enterprise Law. The Vice Chairman has the same rights and obligations as the Chairman when authorized by the Chairman, - only if the Chairman has notified the Board of Directors that he/she is absent or must be absent due to force majeure or inability to perform his/her duties. In the above case, if the	Omitted	Abridged Pursuant to on the company's current situation.

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Chairman does not appoint a Vice Chairman to act in this way, the remaining members of the Board of Directors will appoint a Vice Chairman. If both the Chairman and the Vice Chairman are temporarily unable to perform their duties for any reason, the Board of Directors may appoint another person from among them to perform the duties of the Chairman by a simple majority.</u></p>		
<p>3. The Chairman of the Board of Directors has the following rights and responsibilities: <u>e. Presiding over the General Meeting of Shareholders and the Board of Directors' Meeting;</u></p>	<p>3. The Chairman of the Board of Directors has the following rights and responsibilities: <u>e. Chairman of the Shareholders' General Meeting;</u></p>	<p>Updated according to the current state of the business.</p>
<p><u>f. Decisions regarding purchase, sale, loan, lending and other contributedacts, investment transactions, and the sale of assets of the Company or its branches, Pursuant to on the most recent audited accounting records;</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 29, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>g. Other rights and obligations as prescribed by this Law and the company's Articles of Association.</u></p>	<p>f. Other rights and obligations as prescribed by the Enterprise Law.</p>	<p>Updated according to the current state of the business.</p>
<p>Article 27: Replacement of Board Members <u>1. A member of the Board of Directors (not a person appointed to replace that member) may appoint another member of the Board of Directors, or a person approved by the Board of Directors and willing to perform this duty, as his or her replacement and has the right to dismiss that replacement.</u> <u>2. The substitute Board member is entitled to receive notice of meetings of the Board of Directors and of subcommittees of the Board of Directors to which the appointing member is a member, to participate in and vote at meetings when the appointing member is absent, and to be authorized to perform all the functions of the appointing member as a member of the Board of Directors in the appointing member's absence. This substitute member is not entitled to receive any remuneration from the Company for their work as a substitute Board member. However, the Company is not obligated to send notices of the aforementioned meetings to the substitute Board member who is not present in Vietnam.</u> <u>3. A replacement member must relinquish their membership on the Board of Directors if the person who appointed them is no longer a member of</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 29, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>the Board of Directors. If a Board member's term expires - they are reappointed or deemed to have been reappointed at the same General Meeting of Shareholders where they ceased to hold office due to term expiration, the appointment of a replacement member made by that person immediately before the expiration of their term will remain in effect after their reappointment.</u></p> <p><u>4. The appointment or dismissal of a replacement member must be made by the Board of Directors member appointing or dismissing the replacement in writing, notifying and signing the Company, or in another form approved by the Board of Directors.</u></p> <p><u>5. Except as otherwise provided in these Bylaws, a substitute member shall be regarded as a member of the Board of Directors in all respects and shall be personally liable for his or her actions and errors, and shall not be considered a representative acting under the authorization of the Board member who appointed him or her.</u></p> <p>Article 28: Meetings of the Board of Directors</p>	<p>Article 29 : Meetings of the Board of Directors</p>	<p>Update the queue number.</p>
<p>1. If the Board of Directors elects a Chairman, the first meeting of the Board's term to elect the Chairman and make other decisions within its authority must be held within seven working days from the date of the conclusion of the election of the Board of Directors for that term. This meeting shall be convened by the member with the highest number of votes. If more than one member has the highest number of votes and they are tied, the members who elected by majority vote shall have one of them convene the Board meeting.</p> <p>2. Regular meetings. The Chairman of the Board must convene Board meetings, set the agenda, time, and place of the meeting at least seven days before the scheduled meeting date. The Chairman may convene a meeting whenever he deems it necessary, - at least one meeting must be held quarterly.</p> <p>3. Extraordinary meetings. The Chairman must convene a meeting of the Board of Directors, without delay unless justifiable, when one of the following parties submits a written request outlining the purpose of the meeting and the issues to be discussed:</p> <p>a. The General Director or at least five managers;</p> <p>b. Two members of the Board of Directors;</p> <p>c. Chairman of the Board of Directors;</p> <p>d. A majority of the Supervisory Board members.</p>	<p>1. If the Board of Directors elects a Chairman, the first meeting of the Board's term to elect the Chairman and make other decisions within its authority must be held within seven working days from the date of the conclusion of the election of that Board of Directors. This meeting shall be convened by the member with the highest number of votes. If more than one member has the highest number of votes and they are tied, the members who elected by majority vote shall convene the Board meeting.</p> <p>2. The Board of Directors must meet at least once every quarter and may hold extraordinary meetings.</p> <p>3. The Chairman must convene a meeting of the Board of Directors, without delay unless there is a valid reason, in the following cases:</p> <p>a. The General Director made the proposal. Executive or at least five managers;</p> <p>b. There is a proposal from at least two members of the Board of Directors;</p> <p>c. There is a proposal from the Supervisory Board or an independent member of the Board of Directors</p>	<p>Modify the wording to suit the context.</p> <p>Amendments as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p> <p>Amendments are made in accordance with Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>4. The Board of Directors meetings referred to in Clause 3 of Article 28 must be held within fifteen days of the meeting proposal. If the Chairman of the Board of Directors refuses to convene the meeting as requested, the Chairman shall be liable for any damages incurred by the company; those who proposed the meeting mentioned in <u>Clause 3 of Article 28 may convene the Board of Directors meeting themselves.</u></p>	<p>4. The proposals stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions falling within the authority of the Board of Directors.</p>	<p>Amendments are made in accordance with Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>5. If requested by an independent auditor, the Chairman of the Board of Directors must convene a meeting of the Board of Directors to discuss the audit report and the Company's situation.</p> <p>6. Meeting location. Board of Directors meetings shall be held at the Company's registered address or other addresses in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the consent of the Board of Directors.</p> <p>Not yet specified</p>	<p>Omitted</p> <p>5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven working days from the date of receiving the request as stipulated in Clause 3 of this Article. If the Chairman fails to convene a meeting of the Board of Directors as requested, he/she shall be liable for any damages incurred by the company; the requesters have the right to replace the Chairman of the Board of Directors in convening the meeting.</p>	<p>Supplementing the provisions of Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>7. <u>Notices and Agenda.</u> Notices of Board of Directors meetings <u>must be sent</u> to Board members <u>at least five days</u> before the meeting. <u>Board members may refuse the notice in writing, and such refusal may be retroactive.</u> <u>Notices of Board meetings must be in writing in Vietnamese and must fully detail the agenda, time, and location of the meeting, along with necessary documents regarding the issues to be discussed and voted on at the Board meeting, and ballots for Board members unable to attend.</u></p>	<p>6. The Chairman of the Board of Directors or the person convening the Board meeting must send a notice of meeting at least 3 days before the meeting is held. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed and decided. The notice of meeting must be accompanied by the documents to be used at the meeting and the voting ballots of the members.</p> <p>The meeting notices may be sent by mail, fax, email, or other means, - must ensure that they reach the address of each Board member registered with the company.</p>	<p>Amendments are made in accordance with Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>8. Minimum number of members required to attend. Board meetings can only be held and decisions made when at least three-quarters of the Board members are present, either in person or through a substitute representative.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>9. Voting.</u></p> <p>a. Except as provided in Clause 9b of Article 28, each member of the Board of Directors or their authorized representative present in their personal capacity at the Board of Directors meeting shall have one vote;</p> <p>b. Board members are not permitted to vote on contributedacts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. A Board member shall not be counted toward the minimum number of representatives required to convene a Board meeting on decisions in which they do not have the right to vote;</p> <p>c. According to Clause 9d of Article 28, when a matter arises during a meeting of the Board of Directors concerning the level of interest of a Board member or concerning the voting rights of a member, and such matter cannot be resolved by the voluntary waiver of voting rights of that Board member, such matter shall be referred to the chair of the meeting, and the chair's decision concerning all other Board members shall be final, unless the nature or scope of the interest of the Board member concerned has not been adequately disclosed;</p> <p>d. A member of the Board of Directors who benefits from an agreement provided for in Articles 34.4a and 34.4b of This charter shall be deemed to have a substantial interest in that agreement.</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>7. The Chairman of the Board of Directors or the convener sends the notice of meeting and accompanying documents to the Supervisors as follows: For members of the Board of Directors: Supervisors have the right to attend Board meetings; they have the right to participate in discussions but are not allowed to vote.</p>	<p>Supplementing the provisions of Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>8. Board of Directors meetings shall only be held and decisions made when at least three-quarters of the Board members are present in person or</p>	<p>Supplementing the provisions of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	<p>through a substitute representative. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within seven (07) days from the date of the first scheduled meeting. The second meeting shall be held if more than half (1/2) of the Board members are present.</p>	<p>Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>10. Disclose benefits.</u> <u>A member of the Board of Directors who directly or indirectly benefits from a contributedact or transaction already concluded or slated for conclusion with the Company, and who is aware of having an interest therein, shall disclose the nature and content of that interest at the first meeting of the Board of Directors considering the conclusion of such contributedact or transaction. Alternatively, such a member may disclose it at the first meeting of the Board of Directors held after the member becomes aware of having or will have an interest in the relevant transaction or contributedact.</u></p>	<p>9. A member of the Board of Directors is deemed to have attended and voted at the meeting in the following circumstances: a. Attend and vote in person at the meeting; b. Authorize another person to attend the meeting and vote as stipulated in Clause 12 of this Article; c. Participate and vote via online conference, electronic voting, or other electronic means; d. Submit your ballot to the meeting via mail, fax, or email; e. Submit your ballot by other means as prescribed in the company's Articles of Association.</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>11. A majority vote.</u> <u>The Board of Directors adopts resolutions and makes decisions by following the majority vote of the Board members present, exceeding 50%. In the event of a tie vote, the Chairman's vote will be the deciding vote.</u> <u>The following matters are subject to resolution by the Board of Directors when at least two-thirds (2/3) of the votes are in favor:</u> - <u>Decision on annual production and business plan and budget.</u> - <u>Appointing, dismissing, and removing the General Director from office.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>- <u>Decisions on the sale and purchase of shares, bonds, and convertible securities.</u></p> <p>- <u>Decision to acquire less than 10% of each type of share of the Company.</u></p> <p>- <u>Making decisions on investment projects (- must comply with State Charter on the management of construction investment projects).</u></p> <p>Not yet specified</p>		
<p><u>12. Voting by those absent:</u></p> <p><u>Absent board members may vote in writing. These written ballots must be submitted to the Chairman or secretary no later than one hour before the scheduled meeting time.</u></p> <p><u>13. Meetings can be held via phone or other methods.</u></p> <p><u>Board meetings may be held in the form of deliberations among the members of the Board when all or some of the members are in different locations, provided that each member participating in the meeting is able to:</u></p> <p><u>a. Listen to each of the other Board members who are participating in the meeting speak;</u></p> <p><u>b. If they wish, they can speak to all other attendees simultaneously.</u></p> <p><u>Communication between members may take place directly by telephone or by other means of communication (including the use of such means at the time of adoption of the Bylaws or later), or a combination of all these methods. Under these Bylaws, a Board member attending such a meeting is deemed to be "present" at that meeting. The meeting place as prescribed by these Bylaws is the place where the largest group of Board members is assembled, or, if no such group exists, the place where the Chair of the meeting is present.</u></p>	<p>10. If ballots are sent to the meeting by mail, they must be enclosed in a sealed envelope and delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. Ballots may only be opened in the presence of all attendees.</p> <p>11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members.</p> <p>12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.</p>	<p>Supplementing the provisions of Article 157 of the Enterprise Law No. 59/2020/QH14 and Article 30 of Appendix I of Circular 116/2020/TT-BTC.</p>
	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Decisions made during a formally organized and conducted telephone meeting will take effect immediately upon the conclusion of the meeting. - must be confirmed by the signatures in the minutes of all Board members present at the meeting.</p>		
<p><u>14. Written resolution.</u> <u>The written resolution must be signed by all of the following members of the Board of Directors:</u> <u>a. Members have the right to vote on resolutions at the Board of Directors meeting;</u> <u>b. The number of members present must not be less than the minimum number of members required to hold a Board of Directors meeting.</u> <u>Resolutions of this type have the same effect and value as resolutions adopted by the members of the Board of Directors at a meeting convened and held in accordance with established practice. Resolutions may be adopted using multiple copies of the same document if each copy bears at least one member's signature.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>15. Minutes of the Board of Directors meeting</u> <u>The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board of Directors meetings to the members, and these minutes shall be considered as authentic evidence of the work performed in those meetings unless objections are raised within ten days of forwarding the minutes. The minutes of the Board of Directors meetings shall be prepared in Vietnamese and must be signed by all members of the Board of Directors who attended the meeting.</u></p>		
<p><u>16. Subcommittees of the Board of Directors.</u> <u>The Board of Directors may establish and delegate authority to subcommittees. Subcommittee members may consist of one or more members of the Board of Directors and one or more external members as decided by the Board of Directors. In exercising their delegated authority, subcommittees must comply with the Charter set forth by the Board of Directors. These Charter may be amended or may allow the inclusion of non-members of the Board of Directors into the aforementioned subcommittees and grant them the right to vote as members of the subcommittee, provided that (a) the number of external members is less than half the total number of members of the subcommittee and (b) resolutions of the subcommittees are only valid when a majority of the</u></p>	<p><u>13. Subcommittees of the Board of Directors.</u> <u>a. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members of a subcommittee shall be determined by the Board of Directors and shall be at least (3 people), including members of the Board of Directors and external members. [Independent members of the Board of Directors/non-executive members of the Board of Directors shall constitute a majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee by decision of the Board of Directors.] The activities of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee shall only be effective when a majority of members present and voting on them at the subcommittee meeting.</u></p>	<p>Amendments are made in accordance with the provisions of Article 31, Appendix I, Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>members present and voting at the subcommittee meeting are members of the Board of Directors.</p>	<p>b. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with applicable laws and regulations and the provisions of the company's charter and internal regulations on corporate governance.</p>	
<p>17. The legal value of the action <u>Actions taken to implement decisions of the Board of Directors, or of subcommittees under the Board of Directors, or of individuals holding membership in subcommittees of the Board of Directors shall be deemed legally valid even if the election or appointment of members of the subcommittee or the Board of Directors may have been flawed.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 30, Appendix I of Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p><u>Article 30: Person in charge of Corporate Governance</u> 1. The Board of directors must appoint at least one person in charge of corporate governance to support corporate governance within the enterprise. The person in charge of corporate governance may also serve as the company secretary, as stipulated in Clause 5 , Article 156 of the Enterprise Law. 2. The person in charge of corporate governance may not simultaneously work for the approved auditing firm that is auditing the Company's financial statements. 3. The person in charge of corporate governance has the following rights and responsibilities: a. Advising the Board of Directors on organizing the General Meeting of Shareholders in accordance with regulations and on related matters between the Company and shareholders; b. Prepare for meetings of the Board of Directors, Supervisory Board, and General Shareholders ' Meeting as requested by the Board of Directors or the Supervisory Board; c. Providing advice on meeting procedures; d. Attend meetings; e. Providing advice on procedures for drafting resolutions of the Board of Directors in accordance with legal regulations; f. Provide financial information, copies of Board of Directors meeting minutes , and other information to members of the Board of Directors and members of the Supervisory Board; g. Monitor and report to the Board of Directors on the Company's information disclosure activities; h. Serving as the primary point of contact with stakeholders;</p>	<p>Supplemented according to the provisions of Article 281 of Decree 155/2020/ND-CP and Article 32 of Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>VIII. GENERAL DIRECTOR, OTHER MANAGEMENT STAFF AND COMPANY SECRETARY</p> <p><u>Article 29: Organization of the management apparatus</u> The company will implement a management system under which the management team will be accountable to and under the leadership of the Board of Directors. The company has a Chief Executive Officer or several Deputy Chief Executive Officers and a Chief Accountant appointed by the Board of Directors. The Chief Executive Officer and Deputy Chief Executive Officers may also be members of the Board of Directors, and are appointed or dismissed by the Board of Directors by a formally adopted resolution.</p> <p><u>Article 30: Management Staff</u></p>	<p>i. Information security is ensured in accordance with legal regulations and the company's Articles of Incorporation; j. Other rights and obligations as prescribed by law.</p> <p>VI. CEO, COMPANY EXECUTIVE OFFICER AND COMPANY SECRETARY</p> <p><u>Article 31: Organization of the management apparatus</u> The Company's management system must ensure that the management team is accountable to the Board of Directors and is subject to the supervision and direction of the Board of Directors in the Company's daily business operations. The Company has a Chief Executive Officer, several Deputy Chief Executive Officers, and a Chief Accountant appointed by the Board of Directors. The appointment, dismissal, and removal of the aforementioned positions must be approved by resolution or decision of the Board of Directors.</p> <p><u>Article 32: Company Managers</u></p>	<p>Modify the wording to suit the context.</p> <p>Amendments are made in accordance with the provisions of Article 33, Appendix I, Circular</p> <p>116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>1. The company's management team includes the General Director, Deputy General Director, and Chief Accountant.</p>	<p>Supplementing the provisions of Article 3 of Decree 155/2020/ND-CP and Article 34 of Appendix I of Circular</p> <p>116/2020/TT-BTC.</p>
<p>1. Upon the recommendation of the Chief Executive Officer and with the approval of the Board of Directors, the Company may employ the number and type of management personnel necessary or appropriate to the company's structure and management practices as proposed by the Board of Directors from time to time. Management personnel must possess the necessary diligence. In order for the Company's operations and organization to achieve the stated objectives.</p>	<p>2. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Company may recruit other executives in a number and with qualifications appropriate to the Company's structure and management regulations as stipulated by the Board of Directors. These executives are responsible for supporting the Company in achieving its operational and organizational goals</p>	<p>Amendments are made in accordance with the provisions of Article 34, Appendix I, Circular</p> <p>116/2020/TT-BTC.</p>

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<p>2. The salary, remuneration, benefits, and other terms of employment contributedacts for the <u>GENERAL DIRECTOR</u> will be determined by the Board of Directors, and contributedacts for other management personnel will be determined by the Board of Directors after consultation with the <u>GENERAL DIRECTOR</u>.</p>	<p>3. The CEO receives a salary and bonuses. The CEO's salary and bonuses are determined by the Board of Directors. 4. Executive salaries are included in the Company's business expenses in accordance with corporate income tax regulations, are presented as a separate item in the Company's annual financial statements, and must be reported to the General Shareholders' Meeting at the annual meeting</p>	<p>Amendments are made in accordance with Article 163 of the Enterprise Law No. 59/2020/QH14 and Article 34 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>Article 31</u> : Appointment, dismissal, duties and powers of the <u>Chief Executive Officer</u></p> <p><u>1. Appointment</u> The Board of Directors will appoint one of its members or another person as the Chief Executive Officer and will sign a contributedact specifying the salary, remuneration, benefits, and other terms related to the appointment. Information regarding the salary, allowances, and benefits of the <u>General Director</u> or <u>Chief Executive Officer</u> must be reported to the <u>Annual General Meeting of Shareholders</u> and included in the <u>Company's annual report</u>.</p>	<p><u>Article 33</u>: Appointment, dismissal, duties and powers of the <u>General Director</u></p> <p>1. The Board of Directors appoints a member of the Board or another person as the Chief Executive Officer and will sign a contract specifying the salary, compensation, benefits, and other terms related to the employment</p>	<p>Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>2. term</u> According to <u>Article 26</u> of This charter, the <u>Chief Executive Officer</u> may not be the <u>Chairman of the Board of Directors</u>. The term of office for the <u>General Director</u> or <u>Chief Executive Officer</u> is five years unless otherwise stipulated by the Board of Directors and may be reappointed. The appointment may expire Pursuant to on the provisions of the employment contributedact. The <u>Chief Executive Officer</u> is not permitted to be a person prohibited by law from holding this position, namely minors, persons lacking legal capacity, persons with a prison sentence, persons serving a prison sentence, members of the armed forces, civil servants, and persons who have been found to have caused the bankruptcy of the company they previously led.</p>	<p>2. The General Director is responsible for managing the company's day-to-day business operations; is supervised by the Board of Directors; and is accountable to the Board of Directors and to the law for the exercise of assigned rights and obligations. 3. The term of office for the General Director shall not exceed 5 years and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law.</p>	<p>Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>3. Authority and responsibilities</u> The <u>GENERAL DIRECTOR</u> has the following powers and responsibilities:</p>	<p>4. The General Director has the following qualities: the following rights and obligations:</p>	<p>Modify the wording to suit the context.</p>
<p>a. In accordance with the resolutions of the Board of Directors <u>and the General Meeting of Shareholders</u>, the <u>Company's business plan and</u></p>	<p>a. To organize the implementation of resolutions and decisions of the Board of Directors;</p>	<p>Amendments are made in accordance</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Investment plan have been approved by the Board of Directors and the <u>General Meeting of Shareholders</u>;</p>		<p>with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>b. To decide on all matters <u>not requiring a resolution from the Board of Directors, including signing financial and commercial contributedacts on behalf of the company, and organizing and managing the company's day-to-day production and business operations in accordance with best management practices</u>;</p>	<p>b. Deciding on matters related to the Company's day-to-day business operations that do not fall within the authority of the Board of Directors;</p>	<p>Amendments as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC</p>
<p>c. Propose the number and types of management personnel the company needs to hire, so that the Board of Directors can appoint or dismiss them as necessary to implement the good management practices and structures proposed by the Board of Directors, and advise the Board of Directors on the salaries, remuneration, benefits, and other terms of employment contributedacts for management personnel;</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC</p>
<p>d. <u>Consult with the Board of Directors to decide on the number of employees, salaries, allowances, benefits, appointments, dismissals, and other terms related to their employment contributedacts</u>;</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>c. To organize and implement the company's business plan and investment strategy; d. Proposing a plan for the company's organizational structure and internal management regulations</p>	<p>Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>e. Appointing, dismissing, and removing management positions within the Company, except for positions under the authority of the Board of Directors;</p>	<p>Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	f. Decisions regarding salaries and other benefits for employees in the Company, including managers, fall under the appointment authority of the General Director	Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.
e. On November 30th of each year, the GENERAL DIRECTOR <u>must</u> submit to the Board of Directors for approval a detailed business plan for the following fiscal year, Pursuant to on compliance with relevant budget requirements as well as the five-year financial plan.	g. On November 30th of each year, the General Director shall submit to the Board of Directors for approval a detailed business plan for the following fiscal year, Pursuant to on meeting the requirements of the relevant budget as well as the five-year financial plan.	Amendments as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC
<u>f. Implement the annual business plan approved by the General Meeting of Shareholders and the Board of Directors:</u>	Omitted	Omitted as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC
<u>i. Perform all other activities as stipulated in this Charter and the Company's Charter, resolutions of the Board of Directors, the GENERAL DIRECTOR's employment contributed act, and applicable laws.</u>	k. Proposing a plan for paying dividends or handling business losses;	Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14 and Article 35 of Appendix I of Circular 116/2020/TT-BTC.
Not yet specified	l. Other rights and obligations as prescribed by law, the company's charter, and resolutions and decisions of the Board of Directors.	Amendments are made in accordance with Article 162 of the Enterprise Law No. 59/2020/QH14

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<p>5. Dismissal The Board of Directors may <u>dismiss the General Director or GENERAL DIRECTOR if two-thirds or more of the Board members vote in favor (excluding the GENERAL DIRECTOR's vote) and appoint a new GENERAL DIRECTOR to replace him/her. The dismissed GENERAL DIRECTOR has the right to object to the dismissal at the next General Meeting of Shareholders.</u></p> <p><u>Article 32 : Company Secretary</u></p>	<p>6. Dismissal The Board of Directors may dismiss the CEO when a majority of the Board members with voting rights present at the meeting approve and appoint a new General Director to replace him.</p> <p><u>Article 34 : Company Secretary</u></p>	<p>Amendments as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC.</p> <p>Amendments as stipulated in Article 35, Appendix I of Circular 116/2020/TT-BTC.</p> <p>Update the queue number.</p>
<p><u>The Board of Directors shall appoint one (or more) persons as Company Secretary for a term and terms as determined by the Board of Directors.</u> The Board of Directors may dismiss the Company Secretary when necessary, provided that such dismissal is not contributory to applicable labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time. The role and duties of the Company Secretary include:</p> <p>a. Organize meetings of the Board of Directors, the Supervisory Board, and the General Meeting of Shareholders as directed by the Chairman of the Board of Directors or the Supervisory Board;</p>	<p>When deemed necessary, the Board of Directors shall appoint a company secretary. The person in charge of company administration may also serve as the company secretary, as stipulated in Clause 5, Article 156 of the Enterprise Law. The Board of Directors may dismiss the company secretary when necessary, provided that this does not violate current labor laws. The Board of Directors may also appoint one or more Assistant Company Secretaries from time to time. The roles and duties of the company secretary include:</p> <p>a. Assisting in organizing meetings of the Board of Directors, Supervisory Board, and General Shareholders' Meeting;</p>	<p>Amended in accordance with Clause 5, Article 7, Appendix I of Circular 116/2020/TT-BTC</p> <p>Amended in accordance with Clause 5, Article 7, Appendix I of Circular 116/2020/TT-BTC</p>
<p>b. <u>Prepare minutes of meetings;</u></p>	<p>b. Record minutes of meetings;</p>	<p>Amendments are made in accordance with Article 156 of the Enterprise Law No. 59/2020/QH14 and Clause 5, Article 7, Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
Not yet specified	<p>e. Assisting members of the Board of Directors in exercising their assigned rights and responsibilities;</p> <p>f. Assisting the Board of Directors in applying and implementing corporate governance principles;</p> <p>g. Assisting the company in building shareholder relations and protecting the legitimate rights and interests of shareholders; ensuring compliance with information provision obligations, information disclosure, and administrative procedures.</p>	<p>Amendments are made in accordance with Article 156 of the Enterprise Law No. 59/2020/QH14 and Clause 5, Article 7, Appendix I of Circular 116/2020/TT-BTC.</p>
X. SUPERVISORY BOARD	VII. SUPERVISORY BOARD	Update the queue number.
Not yet specified	<p>Article 35: Nomination and candidacy of members of the Supervisory Board (Supervisors)</p> <p>1. The nomination and election of members of the Supervisory Board shall be carried out in accordance with the provisions of Clauses 1 and 2 of Article 24 of these Charters.</p> <p>2. If the number of candidates for the Supervisory Board nominated through election and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates in accordance with the company's charter, internal regulations on corporate governance, and the Supervisory Board's operating regulations. The incumbent Supervisory Board's nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.</p>	<p>Supplement as stipulated in Article 36, Appendix I of Circular 116/2020/TT-BTC</p>
<p>Article 36 : Members, Supervisory Board</p> <p>1. The Supervisory Board must have three (03) to five (05) members. Members of the Supervisory Board are not allowed to hold management positions in the company; they do not necessarily have to be shareholders of the company. The Supervisory Board must appoint one member as the Head of the Supervisory Board. The Head of the Supervisory Board must have a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major related to the business activities of the enterprise. The Head of the Supervisory Board has the following rights and responsibilities:</p> <p>a. The Board of Directors consulted on the appointment of an independent auditing firm.</p>	<p>Article 36: Composition of the Supervisory Board</p> <p>1. The Company's Supervisory Board consists of 3 members. The term of office for a Supervisory Board member is no more than 5 years, and they may be re-elected for an unlimited number of terms.</p>	<p>Amendments are made in accordance with Article 168 of the Enterprise Law No. 59/2020/QH14 and Article 37 of Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>b. Convene meetings of the Supervisory Board and act as the Head of the Supervisory Board;</p> <p>c. Request the Company to provide relevant information for reporting to the members of the Supervisory Board;</p> <p>d. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, to be submitted to the General Meeting of Shareholders.</p> <p><u>2. Shareholders holding less than 10% of the voting shares for a continuous period of at least six months may pool their votes to nominate candidates for the Supervisory Board. Shareholders or groups of shareholders holding less than 10% of the voting shares for a continuous period of at least six months may nominate one member; from 10% to less than 30% may nominate two members; from 30% to less than 50% may nominate three members; from 50% to less than 65% may nominate four members; and if holding 65% or more, they may nominate the full number of candidates.</u></p> <p>Not yet specified</p>	<p>Omitted</p> <p>2. Members of the Supervisory Board must meet the standards and conditions stipulated in Article 169 of the Enterprise Law and must not fall under the following cases :</p> <p>a. Working in the accounting and finance department of the company;</p> <p>b. Being a member or employee of an independent auditing firm that audited the company's financial statements for the three consecutive years prior to the audit.</p>	<p>Supplementing the provisions of Article 169 of the Enterprise Law No. 59/2020/QH14 and Article 37 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>3. Members of the Supervisory Board are appointed by the General Meeting of Shareholders, the term of the Supervisory Board is not more than five (05) years; members of the Supervisory Board may be re-elected for an unlimited number of terms.</p> <p>4. Members of the Supervisory Board <u>lose their membership</u> in the following cases:</p> <p>a. That member is legally prohibited from being a member of the Supervisory Board;</p> <p>b. That member resigned with a written notice sent to the Company's headquarters six months in advance to give the Company time to find a replacement and hand over the work;</p>	<p>Omitted</p> <p>3. Members of the Supervisory Board are dismissed, in the following cases:</p> <p>a. No longer meets the qualifications and conditions to be a member of the Supervisory Board as stipulated in Clause 2 of this Article.</p> <p>b. That member resigns by sending written notice to the Company's headquarters six months in advance to be approved and allow the Company time to find a replacement and hand over the work.</p>	<p>Amendments are made in accordance with Article 174 of the Enterprise Law No. 59/2020/QH14 and Article 37 of Appendix I of Circular 116/2020/TT-BTC.</p>

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<p>c. That member suffers from a mental disorder, and other members of the Supervisory Board have professional evidence demonstrating that the person is no longer capable of acting.</p> <p>d. That member was absent from the Supervisory Board meetings for six consecutive months, and during this time the Supervisory Board did not permit that member to be absent and ruled that the position was vacant;</p> <p>e. That member was removed from the Supervisory Board by a decision of the General Meeting of Shareholders.</p> <p>f. That member is dead or missing.</p>		
<p>Not yet specified</p>	<p>4. Members of the Supervisory Board may be dismissed in the following cases:</p> <p>a. Failure to complete assigned tasks/duties.</p> <p>b. Prohibited by law from being a member of the Supervisory Board;</p> <p>c. The person suffers from a mental disorder, and other members of the Supervisory Board have professional evidence demonstrating that the person is no longer capable of acting.</p> <p>d. Failure to exercise one's rights and fulfill one's obligations for six consecutive months, except in cases of force majeure; continuously for six consecutive months, during which time the Supervisory Board did not allow that member to be absent and ruled that the position of that person was vacant;</p> <p>e. He was dismissed from his position as a member of the Supervisory Board by a decision of the General Meeting of Shareholders.</p> <p>f. Repeated and serious violations of the duties of a member of the Supervisory Board as stipulated in the Enterprise Law and these Charters.</p> <p>g. That member is dead or missing.</p>	<p>Supplementing the provisions of Article 174 of the Enterprise Law No. 59/2020/QH14 and Article 37 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p><u>Article 37: Head of the Supervisory Board</u></p> <p>1. The Head of the Supervisory Board is elected by the Supervisory Board from among its members; election, dismissal, and removal are based on a majority vote. More than half of the members of the Supervisory Board must be residents of Vietnam. The Head of the Supervisory Board must hold a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the business operations of the enterprise.</p> <p>2. Rights and obligations of the Head of the Supervisory Board:</p> <p>a. Convene a meeting of the Supervisory Board;</p>	<p>Supplementing the provisions of Article 168 of the Enterprise Law No. 59/2020/QH14 and Article 38 of Appendix I of Circular 116/2020/TT-BTC.</p>

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<p>Article 37: Supervisory Board</p>	<p>b. Request the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Supervisory Board; c. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors for submission to the General Meeting of Shareholders.</p>	<p>Amendments are made in accordance with Article 170 of the Enterprise Law No. 59/2020/QH14 and Article 39 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>1. <u>The company must have a Supervisory Board, and the Supervisory Board shall have the powers and responsibilities as stipulated in Article 165 of the amended Enterprise Law and This charter, primarily the following powers and responsibilities :</u></p>	<p>The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations:</p>	<p>Amendments are made in accordance with Article 170 of the Enterprise Law No. 59/2020/QH14 and Article 39 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>a. <u>Proposals for selecting an independent audit firm, audit fees, and any issues related to the withdrawal or dismissal of the independent audit firm;</u> b. <u>Discuss the nature and scope of the audit with the independent auditor before beginning the audit;</u></p>	<p>1. Propose and recommend that the General Meeting of Shareholders approve the list of organizations. The approved auditor is authorized to audit the Company's financial statements; the approved audit firm is authorized to conduct an audit of the Company's operations, and the approved auditor may be dismissed when deemed necessary.</p>	<p>Amendments are made in accordance with Article 170 of the Enterprise Law No. 59/2020/QH14 and Article 39 of Appendix 1 of Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>2. Accountable to shareholders for their supervisory activities; 3. Accountable to shareholders for their supervisory activities; Monitoring the company's financial situation and ensuring compliance with the law in</p>	<p>Amendments are made in accordance with Article 170 of the Enterprise Law</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>c. <u>Seek independent professional advice or legal counsel and ensure the involvement of external experts with relevant experience and expertise in the company's work when deemed necessary;</u></p> <p>d. <u>Review annual, semi-annual, and quarterly financial reports before submitting them to the Board of Directors;</u></p> <p>e. <u>Discuss any difficulties and issues identified from the interim or final audit results, as well as any matters the independent auditor wishes to discuss;</u></p> <p>f. <u>Consider the management letter from the independent auditor and the feedback from the company's management.</u></p> <p>Not yet specified</p>	<p>the operations of the Board of Directors members, the General Director, and other managers.</p> <p>4. Ensure coordinated operations with the Board of Directors, the CEO, and shareholders.</p> <p>Omitted</p>	<p>No. 59/2020/QH14 and Article 39 of Appendix I of Circular 116/2020/TT-BTC.</p> <p>Omitted as stipulated in Article 39, Appendix I of Circular 116/2020/TT-BTC</p> <p>Amendments are made in accordance with Article 170 of the Enterprise Law No. 59/2020/QH14 and Article 39 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p>2. <u>Members of the Board of Directors, the General Director or Chief Executive Officer, and management personnel must provide all information and documents relating to the Company's operations upon request from the Supervisory Board. The Company Secretary must ensure that all copies of financial information, other information provided to members of the Board of Directors, and copies of Board meeting minutes are provided to members of the Supervisory Board at the same time they are provided to the Board of Directors.</u></p>	<p>7. In the event of discovering any violations of the law or the company's charter by members of the Board of Directors, the General Director, or other executives of the enterprise, the Supervisory Board must notify the Board of Directors in writing within 48 hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences.</p> <p>8. Develop the operating regulations for the Supervisory Board and submit them to the General Meeting of Shareholders for approval.</p> <p>9. Reporting to the General Meeting of Shareholders as stipulated in Article 290 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law.</p> <p>10. They have the right to access the company's records and documents kept at the head office, branches, and other locations; and the right to visit the workplaces of the company's managers and employees during working hours.</p> <p>11. They have the right to request the Board of Directors, its members, the General Director, and other managers to provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the Company.</p> <p>12. Other rights and obligations as prescribed by law and these Statutes.</p>	<p>Amendments are made in accordance with Article 171 of the Enterprise Law No. 59/2020/QH14 and Article 39 of Appendix I of Circular 116/2020/TT-BTC.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>3. <u>After consulting with the Board of Directors, the Supervisory Board may issue Charter regarding its meetings and how it operates. The Supervisory Board must meet at least twice a year, and the minimum number of members attending each meeting is two.</u></p>	<p><u>Article 39: Meetings of the Supervisory Board</u></p> <p>1. The Supervisory Board must meet at least twice a year, with at least two-thirds of its members attending. Minutes of the Supervisory Board meetings must be detailed and clear. The person recording the minutes and all attending Supervisory Board members must sign the meeting minutes. Minutes of Supervisory Board meetings must be kept to determine the responsibilities of each Supervisory Board member.</p> <p>2. The Supervisory Board has the right to request members of the Board of Directors, the General Director, and representatives of approved auditing firms to attend and answer questions requiring clarification.</p>	<p>Amendments are made in accordance with the provisions of Article 40, Appendix I of Circular 116/2020/TT-BTC and Article 289 of Decree 155/2020/ND-CP.</p>
<p>4. <u>The total remuneration for members of the Supervisory Board shall not exceed the amount stipulated and approved by the General Meeting of Shareholders. Members of the Supervisory Board shall also be reimbursed for reasonable travel, hotel, and other incidental expenses incurred when attending Supervisory Board meetings or related to the Company's business operations.</u></p>	<p><u>Article 40 : Salaries, remuneration, bonuses and other benefits of members of the Supervisory Board</u></p> <p>1. Members of the Supervisory Board are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides on the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Supervisory Board.</p> <p>2. Members of the Supervisory Board shall be reimbursed for reasonable expenses for meals, accommodation, travel, and the use of independent consulting services. The total amount of these remuneration and expenses shall not exceed the total annual operating budget of the Supervisory Board approved by the General Meeting of Shareholders, unless the General Meeting of Shareholders decides otherwise.</p> <p>3. Salaries and operating expenses of the Supervisory Board are included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.</p>	<p>Amendments are made in accordance with Article 172 of the Enterprise Law No. 59/2020/QH14 and Article 41 of Appendix I of Circular 116/2020/TT-BTC.</p>
<p><u>IX. DUTIES OF BOARD MEMBERS, GENERAL DIRECTOR (Chief Executive Officer), AND MANAGEMENT STAFF</u></p> <p>Members of the Board of Directors, the Chief Executive Officer, and trustees of management are responsible for performing their duties, including those as members of subcommittees of the Board, in good faith and in a manner that they believe is in the best interests of the Company and with the degree of prudence that a prudent person would normally exercise in a similar position and under similar circumstances.</p>	<p><u>VIII. RESPONSIBILITIES OF BOARD OF DIRECTORS MEMBERS, SUPERVISORY BOARD MEMBERS, GENERAL MANAGER, AND OTHER EXECUTIVES</u></p> <p>Members of the Board of Directors, Members of the Supervisory Board , General Director and other executives They are responsible for performing their duties, including those as members of subcommittees of the Board of Directors, honestly and diligently for the benefit of the Company.</p>	<p>Modify Pursuant to on the company's current situation.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 34: Responsibility for honesty and avoiding conflicts of interest</u></p> <p>1. Board members, <u>general director, and management staff</u> They are not permitted to use business opportunities that could benefit the Company for personal gain: nor are they permitted to use information obtained through their position for personal gain or to serve the interests of other organizations or individuals.</p> <p>2. Board members, the general director, and management personnel are obligated to inform the Board of Directors of any potential conflicts of interest with the Company that they may obtain through other economic entities, transactions, or individuals. Such entities may only utilize such opportunities when Board members with no vested interest have decided not to pursue the matter.</p>	<p><u>Article 41 : Responsibility for honesty and avoiding conflicts of interest</u></p> <p>1. Members of the Board of Directors, members of the Supervisory Board , the General Director, and other managers must disclose their related interests in accordance with the Enterprise Law and relevant legal documents.</p> <p>2. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and their related parties may only use information obtained through their positions to serve the interests of the Company.</p>	<p>Update the queue number.</p> <p>Modify Pursuant to on the company's current situation.</p> <p>Amendments are made in accordance with the provisions of Article 47, Appendix I, Circular 116/2020/TT-BTC.</p>
<p>Not yet specified</p>	<p>3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other managers are obligated to notify the Board of Directors and the Supervisory Board in writing of transactions between the Company, its subsidiaries, and other companies in which the public company holds a contributed/holding stake of 50% or more of the charter capital, and those entities themselves or their related parties, as stipulated by law. For the aforementioned transactions approved by the General Meeting of Shareholders or the Board of Directors, the Company must disclose information regarding these resolutions in accordance with the Securities Law on information disclosure.</p> <p>4. Board members are not permitted to vote on transactions that benefit that member or their related parties, as stipulated by the Enterprise Law and these Articles of Association.</p> <p>5. Members of the Board of Directors, members of the Supervisory Board, the General Director, other managers, and related parties of these entities are prohibited from using or disclosing insider information to others for the purpose of conducting related transactions.</p>	<p>Supplemented as stipulated in Article 47, Appendix I of Circular 116/2020/TT-BTC.</p>
<p>3. The company is not permitted to grant loans, guarantees, or credits to members of the Board of Directors, <u>the Chief Executive Officer, management</u> and their families, or legal entities in which these individuals have financial interests, unless otherwise decided by the General Meeting of Shareholders.</p>	<p>6. The company is not permitted to grant loans, guarantees, or credit to members of the Board of Directors. Members of the Supervisory Board , General Director, and other executives and their families or the legal entities in which these persons have financial interests, unless the General Meeting of Shareholders decides otherwise.</p>	<p>Amendments are made in accordance with the provisions of Article 47, Appendix I,</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>4. <u>A contributedact or transaction between the Company and one or more members of the Board of Directors, the Chief Executive Officer, managers, or persons related to them, or a company, partner, association, or organization of which one or more members of the Board of Directors, managers, or persons related to them are members or have a financial interest, shall not be invalidated on the grounds of such relationships, or because such member of the Board of Directors or manager was present or participated in the relevant meeting or in the Board or subcommittee that authorized the contributedact or transaction, or because their votes were also counted in voting on such purposes, if:</u></p> <p>a. For contributedacts valued at less than 20% of the total assets recorded in the most recent financial statement, significant elements of the contributedact or transaction, as well as the relationships and interests of management or members of the Board of Directors, have been reported to the Board of Directors or the relevant subcommittee. Furthermore, that Board of Directors or subcommittee has authorized the execution of the contributedact or transaction in good faith by a majority vote of its members who have no vested interest; or</p> <p>b. For contributedacts with a value exceeding 20% of the total value of assets recorded in the most recent financial statement, the significant elements of the contributedact or transaction, as well as the relationship and interests of management or members of the Board of Directors, have been disclosed to non-interested shareholders who have voting rights on the matter, and those shareholders have voted in favor of the contributedact or transaction;</p> <p>c. The contributedact or transaction is deemed fair and reasonable in all respects relating to the company's shareholders at the time it is authorized, approved, or ratified by the Board of Directors or a subcommittee of the Board of Directors or by the shareholders.</p> <p><u>Members of the Board of Directors, the chief executive officer, management personnel, or their related parties are not permitted to buy, sell, or otherwise trade in any form the shares of the company or its subsidiaries at a time when they have information that would reliably affect the price of those shares and which other shareholders are unaware of.</u></p>	<p>7. Transactions between the Company and one or more members of the Board of Directors, members of the Supervisory Board, the General Director, other executives, and individuals or organizations related to these parties shall not be invalidated in the following cases:</p> <p>a. For transactions with a value less than or equal to 35% The total value of assets recorded in the most recent financial statement, including the following contents: The importance of the contributedact or transaction, as well as the relationships and interests of the members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, has been reported to the Board of Directors and approved by a majority vote of the Board members who have no vested interest;</p> <p>b. For transactions exceeding 35% or transactions resulting in a transaction value arising within 12 months from the date of the first transaction of 35% or more of the total asset value recorded in the most recent financial statement, the significant details of such transactions, as well as the relationship and interests of the Board of Directors, Supervisory Board members, General Director, and other executives, have been disclosed to shareholders and approved by the General Meeting of Shareholders through a vote of shareholders without an vested interest</p>	<p>116/2020/TT-BTC. Circular</p> <p>Amendments are made in accordance with the provisions of Article 47, Appendix I, Circular</p> <p>116/2020/TT-BTC.</p> <p>Omitted as stipulated in Article 47, Appendix I of Circular 116/2020/TT-BTC</p>
	Omitted	

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 35: Liability for Damages and Compensation</u></p> <p>1. Liability for damages Board members, the general director, and <u>management personnel</u> who violate their duty to act honestly, failing to fulfill their obligations with due diligence, <u>conscientiousness</u>, and <u>professional competence</u>, will be held liable for any damages caused by their misconduct.</p>	<p><u>Article 42 : Liability for Damages and Compensation</u></p> <p>1. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives who violate their duties and responsibilities of honesty and care, or fail to fulfill their obligations, shall be held liable for any damages caused by their misconduct.</p>	<p>Update the queue number.</p> <p>Amendments as stipulated in Article 48, Appendix I of Circular 116/2020/TT-BTC</p>
<p>XI. RIGHT TO INSPECT COMPANY RECORDS AND ACCOUNTING</p> <p>Article 38: Right to investigate books and records</p> <p>1. Shareholders or groups of shareholders referred to in Articles 24.3 and 36.2 of these Articles of Association have the right, either directly or through a lawyer or authorized representative, to submit a written request to inspect, during business hours and at the company's principal place of business, the list of shareholders, the minutes of the General Meeting of Shareholders, and copies or extracts of such records. The request for inspection submitted by the lawyer or other authorized representative of the shareholder must be accompanied by a power of attorney from the shareholder they represent or a notarized copy of such power of attorney.</p>	<p>IX. RIGHT TO INSPECT COMPANY RECORDS AND ACCOUNTING</p> <p>Article 43: Right to investigate books and records.</p> <p>1. Ordinary shareholders have the right to access the books and records, specifically as follows:</p> <p>a. Shareholders have the right to review, search, and extract information about the name and contact address in the list of shareholders with voting rights; request correction of inaccurate information about themselves; review, search, extract, or copy the company's charter, minutes of the General Meeting of Shareholders, and resolutions of the General Meeting of Shareholders;</p> <p>b. Shareholders or groups of shareholders owning 5% or more of the total number of common shares have the right to review, examine, and extract minutes and resolutions, decisions of the Board of Directors, interim and annual financial statements, reports of the Supervisory Board, contracts, transactions requiring approval from the Board of Directors, and other documents, except for documents related to the Company's trade secrets and business secrets.</p>	<p>Update the queue number.</p> <p>Amendments as stipulated in Article 49, Appendix I of Circular 116/2020/TT-BTC</p>
<p>Not yet specified</p>	<p>2. In cases where an authorized representative of a shareholder or group of shareholders requests a search of books and records, they must include a power of attorney from the shareholder or group of shareholders they represent, or a notarized copy of such power of attorney.</p>	<p>Supplemented as stipulated in Article 49, Appendix I of Circular 116/2020/TT-BTC</p>
<p>2. Members of the Board of Directors, members of the Supervisory Board, the General Director or Chief Executive Officer, and management personnel have the right to inspect the Company's shareholder register, shareholder list, and other books and records of the Company for purposes related to their positions, provided that such information is kept confidential.</p>	<p>3. Members of the Board of Directors, members of the Supervisory Board, the General Director, and other executives, have the right to search The Company's shareholder register, shareholder list, and other Company books and records for purposes related to his/her duties, provided that such information is kept confidential.</p>	<p>Amendments as stipulated in Article 49, Appendix I of Circular 116/2020/TT-BTC</p>
<p>3. The company shall keep these Articles of Association and any amendments to them, the Business Registration Certificate, Charter, documents proving ownership of assets, minutes of the General Meeting of Shareholders and the</p>	<p>4. The company shall keep these This Charter and any amendments to them, the Certificate of Business Registration, regulations, documents proving ownership of assets, resolutions and minutes of the General Meeting of</p>	<p>Amendments as stipulated in Article 49, Appendix I of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and any other documents as prescribed by law at its registered office or elsewhere, provided that the shareholders and the business registration authority are notified of the location where these documents are stored.</p>	<p>Shareholders and the Board of Directors, reports of the Board of Directors, reports of the Supervisory Board, annual financial statements, accounting books and any other documents as prescribed by law at its head office or elsewhere, provided that the shareholders and the business registration authority are notified of the location where these documents are stored.</p>	<p>Circular 116/2020/TT-BTC</p>
<p>4. <u>Shareholders are entitled to receive a free copy of the company's Articles of Association from the company. If the company has its own website, these Articles of Association must be published on that website.</u></p>	<p>5. The company's charter must be published on the company's website.</p>	<p>Amendments as stipulated in Article 49, Appendix I of Circular 116/2020/TT-BTC</p>
<p>XII. EMPLOYEES AND TRADE UNION <u>Article 39: Employees and Trade Union</u> Executive Officer shall plan for the Board of Directors to approve matters relating to the recruitment, employment, <u>termination</u>, <u>salaries</u>, social security, benefits, rewards and disciplinary actions for <u>managers and employees, as well as the Company's relations with recognized trade unions in accordance with best management standards, practices and policies, the practices and policies set forth in this Charter, the Company's Charter and applicable laws.</u></p>	<p>X. EMPLOYEES AND TRADE UNION <u>Article 44 : Employees and Trade Union</u> The General Director must develop a plan for the Board of Directors to approve matters related to recruitment, employee termination, salaries, social insurance, benefits, rewards, and disciplinary actions for employees and business executives. The General Director must develop a plan for the Board of Directors to approve matters relating to the Company's relationship with trade unions in accordance with best management standards, practices and policies, Company regulations and applicable laws.</p>	<p>Update the queue number. Amendments as stipulated in Article 50, Appendix I of Circular 116/2020/TT-BTC</p>
<p>XIII. PROFIT DISTRIBUTION <u>Article 40: Dividends</u> 1. <u>According to the decision of the General Meeting of Shareholders and in accordance with the law, dividends will be announced and paid from the Company's retained earnings, - shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders. The Company may only pay dividends to shareholders when it has fulfilled its tax obligations and other financial obligations as prescribed by law; established company funds and fully offset previous losses as prescribed by law and this Charter; and, immediately after paying the predetermined dividends, the Company must still ensure that it has sufficient funds to pay all debts and other financial obligations due.</u></p>	<p>XI. PROFIT DISTRIBUTION <u>Article 45 : Profit Distribution</u> 1. The General Meeting of Shareholders decides on the dividend payout rate and the form of dividend payment annually from the Company's retained earnings.</p>	<p>Update the queue number. Amendments are made in accordance with the provisions of Article 51, Appendix I, Circular 116/2020/TT-BTC.</p>
<p>2. <u>According to the amended Enterprise Law, the Board of Directors may decide to pay interim dividends if it deems such payment appropriate to the company's profitability.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 51, Appendix I of</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>3. The Board of Directors must compile a list of shareholders entitled to receive dividends, determine the dividend amount to be paid per share, and specify the payment deadline and method at least 30 days before each dividend payment. If a shareholder transfers their shares between the time the shareholder list is finalized and the dividend payment date, the transferor will be the recipient of the dividend from the Company.</u></p>		<p>Circular 116/2020/TT-BTC</p>
<p><u>5. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in specific assets (such as fully paid shares or bonds issued by another company), and the Board of Directors is the body to enforce this resolution.</u></p>	<p>3. The Board of Directors may propose to the General Meeting of Shareholders the approval of the payment of all or part of the dividend in shares, and the Board of Directors is the body responsible for implementing this resolution.</p>	<p>Amendments are made in accordance with the provisions of Article 51, Appendix I, Circular 116/2020/TT-BTC.</p>
<p><u>6. In the event that dividends or other payments related to a stock are paid in cash, the Company shall make the payment in Vietnamese Dong and may make the payment by check or postal money order to the registered address of the beneficiary shareholder. In the event of any risks arising from the registered address of the shareholder, the shareholder shall bear the responsibility. Alternatively, dividend payments or other payments related to a stock paid in cash may be made by bank transfer if the Company has the shareholder's bank details to allow direct transfer to the shareholder's bank account. If the Company has transferred the funds according to the bank details provided by the shareholder - the shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary shareholder. Dividend payments for shares listed on the Stock Exchange/ Securities Trading Center can be processed through a securities company or the Securities Depository Center.</u></p>	<p>4. In the event that dividends or other payments related to a share are paid in cash, the Company shall make the payment in Vietnamese Dong. Payment may be made directly or through banks Pursuant to on the bank account details provided by the shareholder. In the event that the Company has transferred funds according to the bank details provided by the shareholder, - the shareholder does not receive the money, the Company is not liable for the amount transferred to that shareholder. Dividend payments for shares listed on the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.</p>	<p>Amendments are made in accordance with the provisions of Article 51, Appendix I, Circular 116/2020/TT-BTC.</p>
<p><u>7. With the approval of the General Meeting of Shareholders, the Board of Directors may decide and announce that holders of common stock will receive dividends in the form of common stock instead of cash dividends. These additional dividend shares are recorded as fully paid shares, on the basis that the value of the dividend shares must be equivalent to the amount of cash dividend paid.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 51, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>8. Pursuant to on the amended Enterprise Law , the Board of Directors may pass a resolution designating a specific date as the closing date for the Company's business operations. Pursuant to on that date, registered shareholders or holders of other securities are entitled to receive dividends,</u></p>	<p>5. Based on the Enterprise Law and the Securities Law, the Board of Directors shall pass a resolution specifying a particular date for closing the shareholder list. Based on that date, those registered as shareholders or holders of other</p>	<p>Amendments are made in accordance with the provisions of Article 51,</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>interest, profit distributions, shares, notices, or other documents. <u>This closing date may be on the same day or before these rights are exercised. This does not affect the rights of either party in a transaction involving the transfer of shares or related securities.</u></p>	<p>securities are entitled to receive dividends, by cash or stock, or by receiving a notice or other document.</p>	<p>Appendix I, Circular 116/2020/TT-BTC.</p>
<p><u>Article 41: Other matters related to profit distribution</u> Other matters related to profit distribution are handled in accordance with the law.</p>	<p>6. Other matters related to profit distribution shall be handled in accordance with the law.</p>	<p>Amendments are made in accordance with the provisions of Article 51, Appendix I, Circular 116/2020/TT-BTC.</p>
<p>XIV. BANK ACCOUNTS, RESERVE FUNDS, FISCAL YEAR AND ACCOUNTING SYSTEM</p>	<p>XII. BANK ACCOUNTS, FISCAL YEAR AND ACCOUNTING SYSTEM</p>	<p>Amendments as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 42 : Bank account</u> 1. The company will open an account at a Vietnamese bank or at a foreign bank licensed to operate in Vietnam.</p>	<p><u>Article 46 : Bank account</u> 1. The company opens accounts at Vietnamese banks or at branches of foreign banks licensed to operate in Vietnam.</p>	<p>Update the queue number. Modify the wording to suit the context.</p>
<p><u>Article 43: Reserve fund for supplementing charter capital</u> Annually, the Company must allocate a portion of its after-tax profits to a reserve fund to supplement its charter capital as required by law. This allocation must not exceed 5% of the Company's after-tax profits and will continue until the reserve fund reaches 10% of the Company's charter capital. <u>In addition, the Company may allocate funds from after-tax profits to the following funds: Production investment and development fund; reward fund, welfare fund, etc. The amount allocated to these funds will be decided by the General Meeting of Shareholders Pursuant to on a proposal from the Board of Directors.</u> <u>The Board of Directors is responsible for developing Charter on profit distribution and fund utilization to be submitted to the General Meeting of Shareholders for approval each year.</u></p>	<p>Omitted</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p><u>Article 44: Fiscal Year</u> The company's fiscal year begins on the first day of January each year and ends on the 31st day of December of the same year. The first fiscal year begins</p>	<p><u>Article 47: Fiscal Year</u> The Company's fiscal year begins on January 1st of each year and ends on December 31st of each year. The first fiscal year begins on the date of issuance</p>	<p>Modify the wording to suit the context.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>on the Date of Incorporation of the <u>Business Registration Certificate</u> (or business license for conditional business sectors) and ends on the <u>31st day of December</u> immediately following the Date of Incorporation of that <u>Business Registration Certificate</u> (business license).</p> <p><u>Article 45: Accounting System</u></p>	<p>of the Business Registration Certificate (or business license for conditional business sectors) and ends on December 31st of the year of issuance of that <u>Business Registration Certificate</u> (or business license).</p> <p><u>Article 48: Accounting System</u></p>	<p>Amendments as stipulated in Article 54, Appendix I of Circular 116/2020/TT-BTC</p>
<p>1. The accounting system used by the Company is the Vietnamese Accounting System (VAS) or another accounting system approved by the <u>Ministry of Finance.</u></p> <p>2. The company maintains its accounting records in Vietnamese. The company will keep accounting records <u>according to the type of business activities it engages in.</u> These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.</p> <p>3. The company uses the Vietnamese Dong as the currency for accounting purposes.</p>	<p>1. The accounting system used by the Company is the corporate accounting system issued and approved by the competent authority.</p> <p>2. The company maintains its accounting records in Vietnamese. The company will keep accounting records <u>in accordance with accounting laws and related legislation.</u> These records must be accurate, up-to-date, systematic, and sufficient to substantiate and explain the company's transactions.</p> <p>3. The company uses Vietnamese Dong as the currency for accounting purposes. If the company's economic transactions are primarily conducted in a foreign currency, it may choose that foreign currency as its accounting currency, is legally responsible for that choice, and must notify the relevant tax authority.</p>	<p>Amendments as stipulated in Article 54, Appendix I of Circular 116/2020/TT-BTC</p> <p>Amendments as stipulated in Article 54, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 46: Handling of business losses</u></p> <p>In the event of business losses, the Board of Directors shall submit to the <u>General Meeting of Shareholders</u> for decision on how to resolve the losses according to the following solutions:</p> <p>a. Drawing from the financial reserve fund to cover losses.</p> <p>b. Transfer a portion of the losses to the following year.</p> <p>c. Other measures may be taken, - they must comply with current financial management Charter.</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 54, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>XV. ANNUAL REPORT, INFORMATION DISCLOSURE RESPONSIBILITIES, PUBLIC ANNOUNCEMENTS</u></p>	<p><u>XIII. FINANCIAL STATEMENTS, ANNUAL REPORTS, AND INFORMATION DISCLOSURE RESPONSIBILITIES</u></p>	<p>Amendments as stipulated in Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>Article 47: Annual, semi-annual and quarterly reports.</u></p> <p>1. The company must prepare annual financial statements in accordance with the law and the Charter of the State Securities Commission, and these statements must be audited as stipulated in <u>Article 49 of This charter</u>. Within 90 days from the end of each fiscal year, the company must submit the annual financial statements approved by the General Meeting of Shareholders to the competent tax authority, the State Securities Commission, the Stock Exchange/Securities Trading Center, and the business registration authority.</p> <p>2. Annual financial statements must include a statement of business results that truthfully and objectively reflects the company's profit and loss for the fiscal year, a balance sheet that truthfully and objectively reflects the company's operations up to the reporting date, a cash flow statement, and notes to the financial statements. If the company is a parent company, in addition to the annual financial statements, a consolidated balance sheet showing the operations of the company and its subsidiaries at the end of each fiscal year must also be included.</p>	<p><u>Article 48: Annual, semi-annual, and quarterly financial statements.</u></p> <p>1. The company must prepare annual financial statements, and these annual financial statements must be audited in accordance with the law. The company publishes the audited annual financial statements in accordance with the law on information disclosure in the securities market and submits them to the competent state authority.</p> <p>2. The annual financial statements must include all reports, appendices, and explanatory notes as required by law on corporate accounting. The annual financial report must truthfully and objectively reflect the company's operational situation.</p>	<p>Amendments as stipulated in Article 55, Appendix I of Circular 116/2020/TT-BTC</p>
<p>3. The company must prepare six-monthly and quarterly reports in accordance with the Charter of the State Securities Commission and submit them to the State Securities Commission and the Stock Exchange/Securities Trading Center.</p> <p>4. A summary of the audited annual financial statements must be sent to all shareholders and published in a local daily newspaper and a central economic newspaper for three consecutive issues. If the company has its own website, the audited financial statements, quarterly reports, and semi-annual reports must be published on that website.</p> <p>4. A summary of the audited annual financial statements must be sent to all shareholders and published in a local daily newspaper and a central economic newspaper for three consecutive issues. If the company has its own website, the audited financial statements, quarterly reports, and semi-annual reports must be published on that website.</p>	<p>3. The company must prepare and publish semi-annual financial statements, and quarterly financial statements in accordance with the legal Charter on information disclosure in the securities market and submission to the competent state agency.</p>	<p>Amendments as stipulated in Article 55, Appendix I of Circular 116/2020/TT-BTC</p> <p>Omitted as stipulated in Article 55, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>Article 48: Public disclosure of information and announcements</u></p> <p>1. Annual financial reports and other supporting documents must be published publicly in accordance with the Charter of the State Securities Commission and submitted to the relevant tax authorities and business</p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 55, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter registration agencies in accordance with the provisions of the amended Enterprise Law.	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Article 49: Auditing</p> <p>1. <u>At the Annual General Meeting of Shareholders , an independent auditing firm, legally operating in Vietnam and approved by the State Securities Commission to audit listed companies, will be appointed to conduct the audit of the Company for the following fiscal year Pursuant to on terms and conditions agreed upon with the Board of Directors. For the first fiscal year, the Board of Directors will appoint an auditing firm to conduct the audit of the Company after the Business Registration Certificate is issued.</u></p>	<p>Article 50 : Auditing</p> <p>1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or approve a list of independent auditing firms and authorize the Board of Directors to decide on the selection of one of these firms. These auditing firms, legally operating in Vietnam and approved by the State Securities Commission to audit listed companies, conduct audits of the Company's financial statements for the following fiscal year Pursuant to on the terms and conditions agreed upon with the Board of Directors. For the first fiscal year, the Board of Directors will appoint an auditing firm to conduct audits of the Company after it is granted its Certificate of Business Registration.</p> <p>2. The audit report is attached to the Company's annual financial statements.</p>	<p>Update the queue number.</p> <p>Amendments as stipulated in Article 57, Appendix I of Circular 116/2020/TT-BTC</p>
<p>2. <u>The company will have to prepare and submit annual financial statements to an independent auditing firm after the end of the fiscal year.</u></p> <p>3. <u>An independent auditing firm will examine, verify, and report on the annual financial statements detailing the Company's income and expenses, prepare an audit report, and submit it to the Board of Directors within two months of the end of the fiscal year. The personnel of the independent auditing firm conducting the audit for the Company must be approved by the State Securities Commission.</u></p>	<p>3. Independent auditors conducting the audit of the Company's financial statements will be entitled to attend the General Meeting of Shareholders, receive notices and other information related to the General Meeting of Shareholders, and express their opinions at the meeting on matters related to the audit of the Company's financial statements.</p>	<p>Amendments as stipulated in Article 57, Appendix I of Circular 116/2020/TT-BTC</p>
<p>4. <u>A copy of the audit report must be submitted along with each of the Company's annual accounting reports.</u></p> <p>5. <u>The auditor conducting the audit of the Company will be permitted to attend all General Meetings of Shareholders and will have the right to receive notices and other information related to the General Meeting that shareholders are entitled to receive, and will have the right to express their opinions at the meeting on matters related to the audit.</u></p>	<p>Omitted</p>	<p>Omitted as stipulated in Article 57, Appendix I of Circular 116/2020/TT-BTC</p>
<p>XVII. THE SEAL <u>Article 50: Seals</u></p>	<p>XV. SEAL OF THE ENTERPRISE <u>Article 51: Business Seal</u></p>	<p>Amendments as stipulated in Article 58, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p><u>1. The Board of Directors will decide on the official seal of the Company, and the seal will be engraved in accordance with the law.</u></p> <p>Not yet specified</p>	<p>1. The seal includes seals made at seal-making establishments or seals in the form of digital signatures as prescribed by law on electronic transactions.</p> <p>2. The Board of Directors decides on the number, form, and content of the seals of the Company, its branches, and representative offices (if any)</p>	<p>Amendments as stipulated in Article 58, Appendix I of Circular 116/2020/TT-BTC</p> <p>Supplemented as stipulated in Article 58, Appendix I of Circular 116/2020/TT-BTC</p>
<p><u>2. The Board of Directors and the Chief Executive Officer shall use and manage the seal in accordance with current laws and Charter.</u></p> <p>XVIII. CLOSURE AND LIQUIDATION Article 51: Cessation of operations</p>	<p>3. The Board of Directors and the General Director use and manage the seal in accordance with current laws and Charter.</p> <p>XVII. DISSOLUTION Article 52: Dissolution of the company</p>	<p>Modify Pursuant to on the company's current situation.</p> <p>Amendments are made in accordance with the provisions of Article 59, Appendix I, Circular 116/2020/TT-BTC.</p>
<p>1. The company may be dissolved or cease operations in the following circumstances: <u>a. The court declared the company bankrupt in accordance with current law;</u> b. Dissolution before the scheduled date by decision of the General Meeting of Shareholders. c. Other cases as prescribed by law.</p> <p>Not yet specified</p>	<p>1. A company may be dissolved or cease operations in the following circumstances: <u>a. The company's operating period, as stated in its Charter, has expired without a decision to extend it.</u> b. Dissolved before the scheduled date by decision of the General Meeting of Shareholders. c. The business registration certificate is revoked, except where the Law on Tax Administration provides otherwise. d. Other cases are as prescribed by law.</p> <p>Article 53: Extension of operation 1. The Board of Directors shall convene a General Meeting of Shareholders at least seven (07) months before the end of the operating period so that shareholders can vote on the extension of the Company's operation as proposed by the Board of Directors. 2. The operating period shall be extended when the number of shareholders representing sixty-five percent (65%) or more of the total</p>	<p>Amendments are made in accordance with the provisions of Article 59, Appendix I, Circular 116/2020/TT-BTC.</p> <p>Supplemented as stipulated in Article 60, Appendix I of Circular 116/2020/TT-BTC</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>Article 52: In case of deadlock between members of the Board of Directors and shareholders</p> <p>Unless otherwise provided in these Articles of Association, shareholders holding half of the outstanding shares with voting rights in the election of Board members have the right to file a complaint with the court requesting dissolution on one or more of the following grounds:</p> <ol style="list-style-type: none"> 1. The Board of Directors members were not in agreement on the management of the Company's affairs, resulting in a failure to obtain the necessary number of votes required for the Board of Directors to function. 2. The shareholders were not in agreement and therefore could not obtain the necessary number of votes to proceed with the election of the Board of Directors. 3. Internal disagreements and a split between two or more shareholder factions make dissolution the most beneficial option for all shareholders. 	<p>voting shares of all shareholders present at the General Meeting of Shareholders approves it.</p> <p>Omitted</p>	<p>Abridged Pursuant to on the company's current situation.</p>
<p>Article 53 : Liquidation</p> <p>3. The proceeds from the liquidation will be paid out in the following order:</p> <ol style="list-style-type: none"> a. Liquidation costs; b. Salaries and insurance costs for employees; c. Taxes and other tax-related payments that the Company is liable to pay to the State; d. Loans (if any); e. Other liabilities of the Company; f. The remaining balance after all debts from items (a) to (e) above have been paid will be distributed to the shareholders. Preferred shares will be given priority in payment. 	<p>Article 54 : Liquidation</p> <p>3. The proceeds from the liquidation will be paid out in the following order:</p> <ol style="list-style-type: none"> a. Liquidation costs; b. Wage arrears, severance pay, social insurance, and other employee benefits as stipulated in collective bargaining agreements and signed employment contracts; c. Taxes and other tax-related payments that the Company is liable to pay to the State; d. Loans (if any); e. Other liabilities of the Company; f. The remaining balance after all debts from items (a) to (e) above have been paid will be distributed to the shareholders. Preferred shares will be given priority in payment. 	<p>Supplemented as stipulated in Article 61, Appendix I of Circular 116/2020/TT-BTC</p>
<p>XIX. RESOLVING INTERNAL DISPUTES Article 54: Resolution of Internal Disputes</p>	<p>XVII. RESOLVING INTERNAL DISPUTES Article 55 : Resolution of Internal Disputes</p>	<p>Update the queue number.</p>
<p>XX. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER Article 55: Amendments and Supplements to the Charter</p>	<p>XVIII. SUPPLEMENTS AND AMENDMENTS TO THE CHARTER Article 56 : Amendments and Supplements to the Charter</p>	<p>Update the queue number.</p>
<p>XXI. EFFECTIVE DATE Article 56: Effective Date</p>	<p>XIX. EFFECTIVE DATE Article 57: Effective Date</p>	<p>Update the queue number.</p>

Provisions of the Current Charter	Provisions in the amended Charter	Reason/Explanation/Notes
<p>1. This charter, comprising <u>21</u> chapters and <u>56</u> articles, was unanimously approved by the General Meeting of Shareholders of COTANA Group Joint Stock Company (formerly Thanh Nam Investment and Construction Joint Stock Company) on <u>April 27, 2022</u>, and amended and supplemented on <u>June 28, 2024</u>.</p> <p>2. The charter is drawn up in three copies, all of which are equally valid, including:</p> <p>a. <u>One registration form submitted to the government agency as prescribed by the Provincial/City People's Committee.</u></p> <p>b. One copy is kept at the Company Office.</p> <p>c. One copy is given to the Board of Directors for safekeeping and use.</p>	<p>1. This charter comprises <u>XIX</u> Chapter <u>57</u> articles and was unanimously approved by the General Meeting of Shareholders of COTANA Group Joint Stock Company (formerly Thanh Nam Investment and Construction Joint Stock Company) on... <u>day... month... year...</u> and the full text of this charter is hereby accepted and becomes effective.</p> <p>2. The charter is drawn up in three copies, all of which are equally valid, including:</p> <p>a. One copy is kept at the Company Office.</p> <p>b. One copy will be given to the Board of Directors for safekeeping and use.</p>	
<p><u>3. This Charter is the sole and official Charter of the Company and replaces the old Charter officially adopted on April 27, 2022. The amended Charter takes effect from July 11, 2025.</u></p>	<p>Omitted</p>	
<p>4. Copies or extracts of the Company's Articles of Association must be signed by the Chairman of the Board of Directors or at least half of the total number of members of the Board of Directors to be valid.</p>	<p>3. Copies or extracts of the Company Charter must be signed by the Chairman of the Board of Directors or the legal representative. of the Company or at least half of the total number of members of the new Board of Directors is valid.</p>	
<p>Other detailed adjustments have been made regarding the order of Articles and Clauses; sentence structure, wording, abbreviations, and references in the Charter to ensure consistency in form and content, - without changing the main content of the Articles and Clauses.</p>		